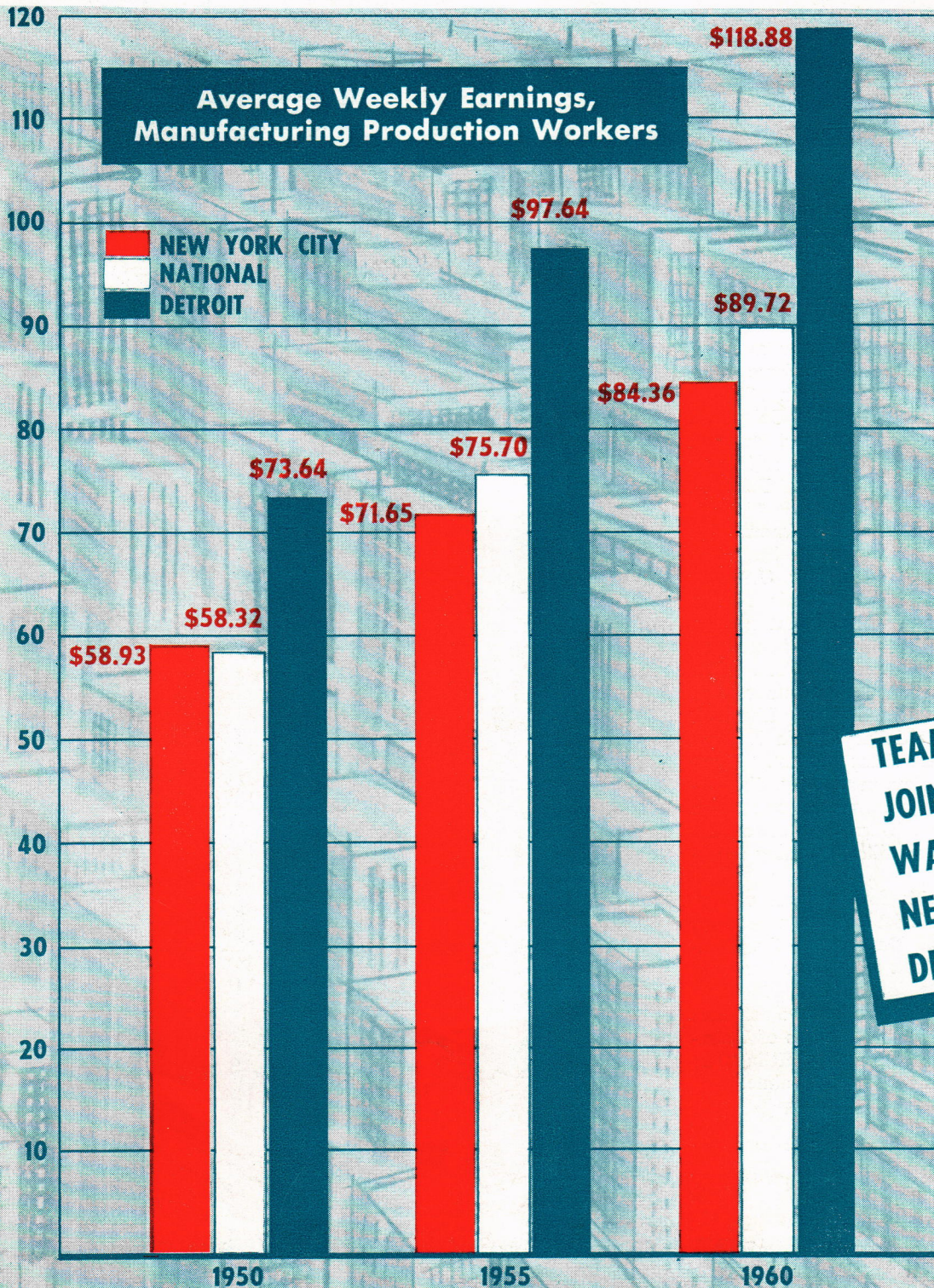


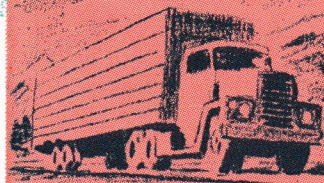
FEBRUARY, 1962



**TEAMSTER
JOINT COUNCIL 16
WAGE STUDY SHOWS
NEW YORK CITY
DEPRESSED WAGE AREA**

SOURCE: U.S. DEPARTMENT OF LABOR

The Teamsters Salute DENVER



DENVER, with 489,217 residents, ranks 22nd in U.S. population and is the largest city within a 500-mile radius; the hub of the Rocky Mountain area covering parts of 14 states which it dominates.

The state capital of Colorado was first settled by a pioneer named John Smith and his Indian wife in 1857. After gold was discovered nearby other settlers joined them, the settlement grew and was named for the territorial governor, Gen. James Denver. When the state capitol was built in 1887-95, its dome was overlaid with pure gold from Colorado's mines. The mile-high city early adopted stringent building codes and the vast majority of residences and structures are of handsome masonry. Fifty per cent of the population own their homes.

The famed Denver Mint is widely known but less well-known is the fact that Denver has more Federal offices and employees than any U.S. city outside Washington, D. C. The Atomic Energy Commission has a huge super-secret plant nearby. The uranium boom of the '50's brought in new industries, as did recent oil field discoveries. The Glenn Martin Co. builds the Titan missile, and hundreds of electronic firms are clustered in Denver. Livestock continues to be the largest dollar sign in Denver, home of the world's biggest sheep market. There are well over 1,000 wholesalers in the city, distributive center for the beet sugar, mining, petroleum, automobile and insurance industries. Manufacture of luggage, mining and sugar mill machinery is significant.

Tourism is valuable, with four million visitors annually enjoying the beautiful mountain scenery, winter and summer sports. Denver was the birthplace of the Community Chest method of financing charitable agencies.

Denverites are served in their distributive activities by the 14,264 members of 11 local unions of Teamsters Joint Council 54. To them and to all in "The Mile-High City," a towering Teamster salute!



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February, 1962

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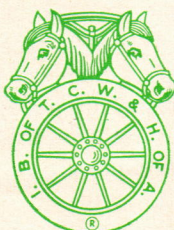
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Teamster Wage Study Shows New York A City of High Buildings, But Low Wages



The International Teamster has an average monthly circulation of 1,321,000 and an estimated readership of 3,510,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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Another Dangerous Coalition

IT BECOMES increasingly important that every Teamster member, that every union man and woman in America be on guard against the ultra-right-wing fringe in this country. It is a movement among which labor has no friends, a movement which every day becomes stronger, more articulate, and more suave.

We are all familiar, by now, with the John Birch Society and its entry into the 'right-to-work' movement. The charge has been made that Birchers are actively engaged in the movement to saddle working men and women in Oklahoma with compulsory open shop.

John Birchers, themselves, do not present too much of a threat, even though their ranks are filled with personalities long associated with the anti-labor clique. Americans were quick to recognize the Society for what it was when it began attacks on Dwight D. Eisenhower and Chief Justice Earl Warren.

I AM NOW INFORMED of the formation of a nation-wide league of right-wing organizations which will include such groups as John Birch and the National Indignation Convention. Other ultra-right groups will join and in line with their trickery, they will call themselves "Christian This" and "Christian That" to gain acceptance.

The announced purpose of the league is to fight Communism, which by itself is a noble cause. But I long ago became suspicious of self-proclaimed patriots peddling do-it-yourself kits for fighting Communism.

Never, to my knowledge, have any of these organizations been champions of the working man or his union, although they often attempt to infiltrate labor to accomplish their ends.

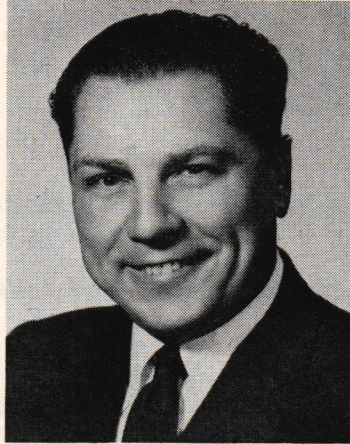
TAKE A LOOK at the names of some of the men enlisted as instructors in the new right-wing league. I think you will conclude that men who work with their hands would be foolhardy, indeed, to lend them support.

The instructors include Rep. Gordon Scherer, R-O., member of the House UnAmerican Activities Committee; C. A. Willoughby, former chief of intelligence for Gen. MacArthur; J. Bracken Lee, Mayor of Salt Lake City.

I think you will agree there isn't a good picket captain in the bunch.

We can anticipate that future coalitions of the ultra-right will strive for a 'left-handed' respectability by avoiding out-and-out attacks on Eisenhower and War-

ren. I think we can anticipate too that they will temper their anti-semitic tactics. Such conduct in the past has quickly caused the public to mistrust the ultra-right.



UNDER THE GUISE of attacking International Communism, these groups have a history of participation in anti-labor action and legislation; they have a history of branding everyone with a new idea as a Communist; they have a history of branding as a Communist everyone with a different political philosophy. They have a history of making Negroes and other minority groups targets to attract racists and hate merchants.

Legitimate trade union association and cooperation is smeared as being Communist motivated, as witness the Senate internal security subcommittee hearing last fall.

I doubt that any Communists will be hindered by the coalition of ultra-right-wing groups.

What I fear is that any coalition from the ultra-right will lead to an onslaught against organized labor, civil rights, and the whole broad spectrum of individual freedom, much of which is already denied to organized labor.

THE PRESIDENT of the United States has sounded a warning against the threat from the right. J. Edgar Hoover, even, has become concerned. The real danger stems from vacillation in the White House, and if the President exhibits any manner of temerity or weakness in standing up to the ultra-right, their threat will be even greater.

If we in organized labor are to survive the Cold War, the anti-Communist hysteria, national emergencies which give excuses to further restrict labor rights, all—officials and rank-and-file alike—must be more alert than we have been in the past.

We must keep informed, and most of all, be on guard that we are not lending support to a group dressed up for Sainthood which will play the Devil with our right to organize and bargain collectively, if given the chance.

A large, stylized handwritten signature in dark ink, which appears to read "J. R. Hoffa". It is located in the bottom right corner of the page.

STATE OF THE UNION

Operation Snoop

THE RIGHT of privacy and constitutional protections against unreasonable search and seizure were dealt a cruel blow in democratic America the first working day of 1962, when government investigators began a fishing expedition into the records of Teamster Locals 299 and 614.

Under a court order, investigators were given access to the records of Teamster President James R. Hoffa's home local in Detroit, and Local 614 in Pontiac, Michigan.

Thus ended an 11-month fight by Teamsters to prevent unreasonable search and seizure of the records of voluntary associations. Teamster lawyers had argued that the Labor Department, must show probable cause of a law violation.

When the broad subpoena for the records was first served, Federal Judge Fred W. Kaess, in Detroit, agreed with Teamster lawyers. A Circuit Court of Appeals reversed the lower court, and the U.S. Supreme Court refused to review the case on an appeal brought by Teamster lawyers.

Reasoning that denying the Labor Department the right to the records would nullify the law (Landrum-Griffin), the Circuit Court in Cincinnati sent the mandate to open the records.

The Landrum-Griffin Act gives the Secretary of Labor the right to investigate "if he believes it necessary in order to determine whether any person has violated or is about to violate any provisions of the Act."

It was this broad, sweeping power to investigate which was opposed by Teamster officials, without the Labor Department having to show any cause whatsoever.

Specifically, the order calls for the local union to make available records from January 1, 1959, to December 27, 1961.

Under Landrum-Griffin, the scope and number of reports required to be filed with the Labor Department were drastically increased.

At the time the subpoena was

served, both Locals 299 and 619 had complied with the law by filing their reports.

The Contract

A new concept in grievance procedure at the Conference level was inaugurated in San Francisco, January 8, 9, 10, and 11, under the terms of the New Western States Master Freight Agreement when Teamsters and management met to settle disputes which had not been resolved at the local level.

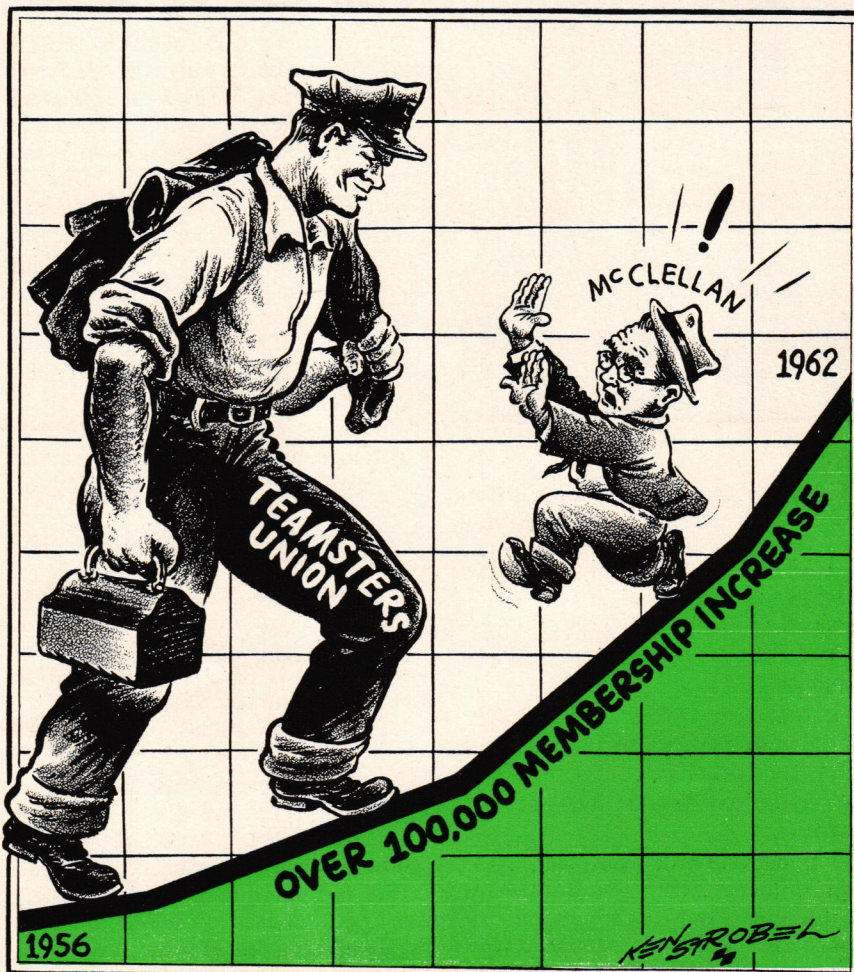
Called highly successful by both

Teamsters and management, the four-day session, headed by Teamster General President James R. Hoffa who served as chairman, disposed of 186 items on the agenda in four days.

Instead of one panel to hear all items as in the past, the group was divided into three 6-man panels; one for line problems; one for local pick-up and delivery; and one for change of operations.

Accompanying Hoffa to the grievance hearings were Executive Vice President Harold J. Gibbons, General Organizer James R. Harding. Also,

STOP! I didn't plan it that way!



- I. B. T. NEWS SERVICE

assisting from the Western Conference were General Organizers E. D. 'Bud' Woodard and Jack Goldberger.

Appointments

A Teamster since 1937, Roy L. Williams has been appointed general organizer by Teamster General President James R. Hoffa.

The 46-year-old Williams is president of Teamster Local 41, Kansas City, Mo., president of Teamster Joint Council 56, vice-president of the Missouri-Kansas Conference of Teamsters, Central Conference of Teamsters executive board member, chairman of the Missouri-Kansas Highway Drivers Council, and chairman of the Central States Drivers Council.

Continuously with the Teamsters since 1937, with four years out for



Roy L. Williams

service with the 69th Division in the European Theatre of Operations during World War II, Williams first went to work as a representative of the union in 1948, in Wichita.

During a strike in March, 1952, Williams went to Kansas City and has remained with Local 41 since.

Drafted as a private in World War II, Williams rose to master sergeant before his discharge.

Williams is married and has two daughters.

A trade unionist from the beginning, Williams is known throughout the International Brotherhood of Teamsters, and is well acquainted with delegates to the last two International



John Sheridan (left), new DRIVE director for the Western Conference of Teamsters, gets good wishes from Teamster General President James R. Hoffa (right). Sidney Zagri, DRIVE director, looks on.

conventions where he served as a member of the credentials committee.

Political Director

The Western Conference of Teamsters has taken a long step forward in implementing DRIVE, the political and legislative arm of the Teamsters, on a Conference-wide basis with the appointment of a full-time DRIVE chairman.

Named to coordinate Western Conference political activities is John Sheridan, known throughout the conference as head of the WCT Automotive Trades Division. Sheridan will continue to head that division, as he has since 1958.

Sheridan has a world of political experience behind him, having served two terms as mayor of the city of Richmond, California, and is now serving his 11th year on Richmond's city council.

The new political chairman first joined the Teamsters in 1946 as an organizer for Local Union 315. He has served as vice-president and is now president of the local union located in California's Contra Costa county.

Appointment was made by Western Conference Director Einar O. Mohn who stated that "the importance of political action to protect gains won at the bargaining table and to protect the high standard of living provided by Teamster contracts has long been recognized conference policy. The ap-

pointment of a conference officer gives responsible direction and added impetus to our determination to preserve and build on what we have sought to achieve."

Upon accepting the appointment, Sheridan said it will be necessary to develop organization at the joint council level in coordination with DRIVE and to establish grass roots organization at the membership level of both members and the wives in order to fully acquaint them of the danger actually existing today. "It is a danger which can destroy the effect of labor contracts and the high standard of living which has been established for them by their local unions."

Sheridan contemplates meeting with joint council executive boards on a schedule to be established in the near future to work out details with them in establishing an effective DRIVE program in each joint council area.

Public Opinion

American public opinion—battered nearly senseless by anti-union law makers, self-made foes of labor, and camp-following newspapers—has a difficult time focusing when coming face to face with a Teamster official with the authority to outline Teamster policy and the ability to present the facts.

Never was there a better example of this than early in January when Harold J. Gibbons, executive vice president of the International Brother-

hood of Teamsters, addressed the Washington, D. C., chapter of the Industrial Relations Research Association at Brookings Institution.

The reaction was immediate. The honest and confused enjoyed the chance to learn and gain a new understanding of the Teamster.

If there were those who were dishonest and hostile, they were upset when confronted with new facts and old ones distorted by Teamster detractors. One thing is becoming more apparent every day. The public is finding greater need to form more intelligent opinion about the most energetic force in the nation, the trade union movement. The International Brotherhood of Teamsters is at the forefront of that movement.

Public opinion of unions reflects the depth and quality of its curiosity very quickly in open session where a labor spokesman can say his piece and then answer questions.

Gibbons spoke for 45 minutes. A fast-moving question-and-answer period afterward took an hour and a half. Gibbons, in his presentation, carefully outlined the organizational structure of the IBT, its approach to collective bargaining, and its hopes for the future in organizing, contracts and community service.

On page 11, the International Teamster presents the image of public opinion of labor unions, and most particularly the Teamsters, as seen in some of the completely quoted question and synopsis of Gibbons' answers.

Every union member in the country has, at one time or another, experienced frustration trying to explain such a simple thing as local union autonomy to one who either wouldn't or couldn't understand it. Perhaps, Gibbons answers to the Washington, D. C., Industrial Relations Research Association will help overcome this frustration.

Woman Teamster

Elsie A. Knight has been reelected vice president of Terminal Employees Local 832 in New York City—largest white collar local of the IBT—and without opposition.

Mrs. Knight remains the highest-ranking woman officer of the IBT and is noted for serving both the union and the city in the finest possible manner.

Only recently Mrs. Knight's name was submitted by locals from two

different International unions as a nominee for the "Mayor's Medal for Outstanding Performance in the City Service."

In 1959, Mrs. Knight received an award from James A. Farley, former Postmaster General, as the city's "most valuable employee."

Employed as the assistant chief of the NYC Department of Sanitation's division of fuel and stores, Mrs. Knight was credited with making a great contribution when the city employees suggestion program was set up in 1953.

Her union positions include being a delegate to Joint Council No. 16 of the IBT, and a member of Local 832's welfare fund.

Community Service

A fitting conclusion to the 1961 football season came when fifty hospitalized servicemen at the Army's Walter Reed Medical Center were guests of the International Brotherhood of Teamsters at the first annual U.S. Bowl game last month in Washington, D. C.

Teamster President James R. Hoffa (see picture) presented a check for \$300 to U.S. Bowl President Jim Castiglia and Casmir "Slug" Witucki to purchase the tickets for the servicemen.

Both Castiglia and Witucki played professional football with the Washington Redskins. Castiglia also was a catcher with the old Philadelphia Athletics.

Labor's Ten Commandments

Thou shall not cross a picket line.
Thou shall not buy non-union products.

Thou shalt not covet thy brother's job.

Thou shall not break union principles.

Thou shall not inform on brother members.

Thou shalt not drive defective equipment.

Thou shall not miss union meetings.

Thou shall not fall behind in dues.

Thou shall not use scab services.

Thou shall not patronize scab establishments.

Submitted by William Wangler,
Oakland Local 70

Witucki was an All-American guard at Purdue.

Football-minded Teamsters will appreciate the rare treat enjoyed by the servicemen. This was the first U.S. Bowl. That, in itself, was a treat.

But additionally, those witnessing the game in the new D.C. Stadium saw Penn State's Galen Hall steal the show.

Even more surprising was the fact that no professional football team had included the Penn State quarterback among their draft choices. Immediately following the game, Hall was besieged by owners of pro football teams bearing contracts.

Disabled Servicemen Not Forgotten



Faith in Humanity

(The following letter came to the *International Teamster* early in January. It reflects a simple act of honesty and good will between men which we think deserves mention here.)

Dear Editor:

Recently my husband, a union Steward for Helms Express, lost his wallet while loading a truck for the Fisher Body Plant in Baltimore, Maryland. Although he was not positive he lost it in the truck, we gave it up for lost.

It not only contained his union book and steward's card, but other

important papers as well. Also, \$23 was in it which was collected for a fellow Teamster who is ill and was to be added to other collections to give him and his family a good Christmas.

Just a few days before Christmas, a card came from two members of United Auto Workers Local 239 telling us that they had found the wallet and were returning it to us. The day after we received the card, we received the wallet with everything in it just as it was.

So, two Teamsters and their families both had a happy holiday due to the honesty and unselfishness of these two men.

The act of these two men restored our faith in humanity, and we thought these two union members should receive some recognition for the good deed they have done. Also, it goes to show there is brotherhood between one union and another.

The two men were Stanley Adamski and Edward Abbott, both of Baltimore.

My husband is Harold Ganiere, of Geneva, Ohio.

(Isn't it ironic that this simple act of brotherhood between members of two separate unions can be destroyed by current law which requires one to go through the picketline of another.)

Chicago

Cab Drivers Land of Forgotten Promises

Chicago today is a Land of Forgotten Promises for taxi drivers who only last July were the toast of a U.S. Senator, the National Labor Relations Board, the Chicago press, radio and TV.

But, then, that's the manner of many a 'crusade.' Those who lead 'crusades' against what they label as 'wrong,' are seldom around to rebuild, in fact really only intended to destroy. When all is in rubble (a cab driver's union, in this case) their silence and lack of concern is surpassed in shame only by their actions before the rubble fell in place.

Net result of the barrage last summer on Teamster Taxi Local 777, which was hailed then as the beginning of the end for James R. Hoffa, is that Chicago cab drivers—once recipients of some of the finest benefits of any cab driver's union contract in the country—are today without a contract at all. Benefits they do receive are only tokens of grandiose promises of last summer.

There is no health and welfare. There is no pension plan. There is no breakdown pay, hold-up insurance, nor other benefits which were part and parcel of their Teamster contract.

Now that the rubble lies ingloriously in the dust of last July's fiasco, Chicago cab drivers are aware that they were deceived.

On the recommendation of Senator Paul Douglas, Chicago press, radio and TV, Chicago cab drivers, by a slim majority, bolted Teamster Taxi Local 777 for a rump organization which called itself Local 777 Democratic Union Organizing Committee. Many were led to believe they were voting for new officers, when in fact, they were voting themselves out of their many benefits.

Now that politicians, Chicago press, radio and TV have gone on to slay more paper dragons of their own choosing, a story of union strength goes untold in Chicago today.

Teamster Taxi Local 777 is very much alive there today. Approximately 1,000 of the 5,200 involved in the infamous election are still paying their monthly dues to Local 777, and more come back to the fold each day.

A policy committee of 80 drivers meets at least once a month to rebuild the organization.

Local 777 has a treasury of approximately \$750,000, over and above physical assets. Its health and welfare fund amounts to nearly \$450,000, and it is still today the only cab driver local with a funded pension plan.

Over 50 members are on pension, and 100 would have enjoyed pension retirement if outsiders had not used deception to lead the membership down the River of Fleeting Dreams.

Even the ugly head of racism was used by those so intent to destroy only because to do so was to destroy a Teamster local union.

Negro taxi drivers were told that there were no Negro officials in Local 777. Kept quiet was the fact that there were no Negro drivers at either of Chicago's two large cab companies until the race bar was torn down by the same officers who were target of the July destruction.

It will not be easy to deceive again. As Teamster Taxi Local 777 welcomes back members each day, the paper strength of Democratic Union Organizing Committee wears even thinner.

Built on good contracts and representation for the members, Teamster Taxi Local 777 has survived the onslaught of the destructors, and is proving a rock in the sea of confusion to which Chicago cab drivers can cling and rebuild.

Next time, Chicago taxi drivers will not be so easily led to the Land of Forgotten Promises. They have learned that those who are so eager to help destroy, are never around when it comes time to rebuild.

Super Spy System

The National Labor Relations Board in Washington, D. C., has decided with a company that a "wife eats, sleeps with, and bears her husbands children," but there the agreement ends. The NLRB has decided the wife need not tattle to the company if the husband engages in union activity.

The labor board has ordered Brookside Industries, Inc., a shirt factory at Reidsville, N. C., to rehire Mrs. Louise A. Moore, a sewing room supervisor, and pay her for lost wages since October 19, 1960.

The NLRB agreed with findings of its trial examiner that a company agent asked Mrs. Moore to talk with her husband, Troy, a non-supervisory employee, try to persuade him to support the company in a union organizing campaign, and quit attending union meetings.

'You Bear His Children'

"You eat, sleep and bear his children, and you have more influence over him than anyone else," the examiner quoted the company agent as telling Mrs. Moore.

Mrs. Moore was fired, according to the record in the case, after her employer discovered her husband had given her names of people attending union meetings, but she had failed to relay the information to the boss as requested.

The company contended it fired Mrs. Moore out of fear it might gain knowledge of union activities obtained from her husband and later be held liable for unfair labor practices. The NLRB said it regarded this contention as "a pretext" for discharging the woman.

Thus, ended one company's attempt to build a super-intelligence agency to ward off union organization.

Open Shop

Unionists in Oklahoma today are taking on a fight which has become starkly familiar to the American trade union movement since passage of the Taft-Hartley Act in 1947, a 'right-to-work' scheme in the form of a proposed constitutional amendment.

Backed by powerful and rich anti-union forces, 'right-to-workers' are striving to obtain signatures on initia-

tive petitions which would put the question of compulsory open shop to a vote of the electorate in the upcoming November election.

The anti-laborites have taken the constitutional amendment route after having suffered a smashing defeat in trying to push the compulsory open shop proposal through the Oklahoma state legislature.

Rallying to the support of the Oklahoma unionists are business leaders and farm groups, business groups worried about the decline in purchasing power which is historical with states which have adopted 'right-to-work,' and farmers concerned that a worker whose wages are depressed is a poor consumer for the crops he grows.

Clergymen and educators are also in the fight on the side of union men and women, adding moral and academic emphasis.

A new twist to 'right-to-work' battles appears in the Oklahoma skirmish over collective bargaining effectiveness with the active entrance of an organization from the ultra-right-wing

political fringe, the John Birch Society.

Wherever organized labor has effectively embarked on an educational campaign among the voters in a 'right-to-work' controversy, advocates of compulsory open shop have suffered defeat at the polls.

Labor Still Loses

Yet, all union members admit that even when 'right-to-work' is defeated, organized labor still loses. Monies and energies which ordinarily would have been expended improving conditions for members and organizing the unorganized must be diverted to the 'right-to-work' fight.

Never at any other time is the continual promise of the Democratic Party to work for repeal of section 14(b) of Taft-Hartley, the section which sanctions state right to work laws, more engrained in the thoughts of union men and women than when they find all their time and money diverted from true trade union principles to a phony 'right-to-work' fight.

Good Year Seen For Trucking

Clarence A. Kelley, president of the American Trucking Assn., predicts 1962 will be a good year for trucking.

In a recent issue of "Transport Topics," Kelley was quoted as saying the industry can look forward to 1962 with optimism after a year of accomplishment under trying circumstances.

Kelley said second-half 1961 reports indicate carriers enjoyed a far better period than in the unusually poor first half of the year. He added that an upturn "can be reasonably expected to continue into the first half of 1962." He said it was difficult to predict, however, how far the momentum would carry.

The ATA president said total revenues of 17,500 for-hire motor carriers regulated by the Interstate Commerce Commission reached an estimated \$7,575 million in 1961. That's an increase of \$160 million over 1960 and brings the trucking industry to within 5 per cent of the total freight revenues of the nation's railway system.

Kelley leveled a blast at the rate-cutting practices of the railroads.

He said revenues for 74 major automobile carriers were down 21.9 per cent in the second quarter of 1961 compared with the same period a year earlier. He said the railroad rate-cutting, unless curbed, would continue to depress such selected groups as the auto carriers. He also predicted the practice would "probably become one of the major issues in transportation during 1962."

Kelley noted: "Regulated common carriers of all modes have been seriously weakened by this rate war, which has lowered their rates, in many instances, close to or below their operating expenses."

The trucking association official said the industry hauled an estimated 291 billion inter-city ton-miles of freight in 1961—about the same amount as in 1960. The interstate motor carriers covered 101 billion ton-miles. The remaining mileage was split between smaller private carriers, for-hire trucks not under ICC, and inter-city operations of local carriers regulated by the ICC.



Teamsters Wage Study Shows:

New York—a City of High Buildings, But Lower and Lower Wages

UNDER the leadership of Teamster Vice President John J. O'Rourke, Joint Council 16 has accomplished one of the outstanding community relations projects in the history of the community-minded International Brotherhood of Teamsters. It may sound like a negative accomplishment, but O'Rourke proved that the city of New York is a depressed wage area, and a sweat-shop city.

For his efforts, O'Rourke and Teamster Joint Council 16 have won the respect of Mayor Robert Wagner, AFL-CIO officials, city and state officials, the press, the majority of businessmen, and the mass of working people in the largest city in the United States, particularly the exploited minority groups.

O'Rourke is the very first person to admit that he had a "selfish interest" in exposing the depressed standard of living of the great majority of working people in the New York City. However, he better describes his so-called selfishness as being "intelligently selfish."

His basis for describing his community interest in this manner can be easily explained this way:

Number one, there must be an ever increasing growth of productivity and

production in New York City.

Number two, the purchasing power of working people in New York City must be maintained and it must continue to grow.

Unless these two economic conditions are recognized, the standard of living of Teamster members in New York City or in any other city cannot be maintained and improved. This does not apply to just Teamster members, but to all working people, regardless of whether they are organized or unorganized workers.

In addition to community gratitude and personal acclaim Teamster Joint Council 16 has also successfully sponsored two new city laws that will make tremendous strides toward raising the standard of living for working people in the entire New York, New England area.

First, New York City officials passed a city law making it illegal for any city department to contract for any type business with employers who pay less than \$1.50 an hour to their employees.

Second, city officials will soon pass a law establishing a minimum wage of \$1.25 an hour for all employees in New York City. The certainty of this bill passing is that only 13 votes are needed on the city council for enact-

ment and the bill already has 10 councilmen as sponsors.

In addition to these achievements, the New York State Legislature, substantially through Joint Council 16's efforts, has before it legislation that would establish a \$1.50 minimum wage for all industries inter-state as well as intra-state. The present minimum wage in New York is \$1.00, whereas the Federal wage law averages out to about \$1.12.

In a nutshell this is the economic tragedy that has occurred in the state of New York in the last decade (the city of New York can be used synonymously with the state because of 1,800,000 workers engaged in the state's manufacturing industry, 900,000 of them are in New York City):

In 1950, New York state manufacturing and production workers ranked as high as the eighth highest paid employees among the 48 states. In 1960, just 10 years later, New York workers were among the lowest paid workers, ranking 28th among the 50 states. Adding emphasis to the fact that N. Y. C. employers are exploiting Puerto Ricans, Negroes and other minority groups is the fact that workers in seven states with notorious anti-labor "right to work" laws were paid higher wages than New York workers.

Murray Kempton, columnist for the *New York Post*, summarized the situation facing Joint Council 16 in as few words as are possible to place it in its proper perspective:

"If you allow the unfortunate worker to be abused long enough, the fortunate worker begins to suffer too," said Kempton.

This is what O'Rourke had in mind in 1959 when he initiated periodic studies of wage patterns in New York, New York City, and other states in the nation. His "selfishness" was to protect the 165,000 Teamsters in Joint Council 16 by helping less fortunate workers.

The officials of the Joint Council wanted answers to the two following questions:

1. "How do earnings in New York State and its individual industrial areas measure up to objective standards of what is required to maintain 'an adequate but modest level' of existence."

2. "How does New York State and its individual areas measure up to earnings in other states and individual industrial areas in the United States."

Detroit Leads

Statistical data compiled by the Department of Labor indicates that a family of four living in New York City must earn at least \$114 a week in order to maintain an "adequate but modest" standard of living.

In analyzing more statistics compiled by the Department of Labor, it was discovered average weekly earnings of the New York factory worker was \$89.61. In New York City it was only \$84.36. In Detroit the average weekly earning was \$118.88. The national average weekly earnings for factory workers was to come. (See chart on cover page for a graphic comparison of these figures.)

Detroit, significantly, leads all metropolitan areas in weekly earnings. However, the anti-labor press and employers almost unanimously agree that Detroit has produced the two labor leaders who threaten to destroy the American working class and their country. These two labor leaders are Teamster President James R. Hoffa and United Auto Workers President Walter Reuther. Hoffa is called "a hoodlum," and Reuther is called "a Socialist."

It is also significant that the state of

Michigan ranks third in the nation in average weekly earnings (see chart). The only two states ahead of Michigan are Alaska and Nevada. Alaska naturally has to pay more to attract a labor force, and Nevada's average earnings get a tremendous boost because of its mining, milling, smelter and gambling industries.

With these footnotes, it is obvious that Michigan leads the nation in average weekly earnings. In comparison, the state of Arkansas has no "hoodlum" Hoffa or "Socialist" Reuther. Its two most famous citizens are two "red-blooded patriots"—Senator John McClellan and Governor Orval

Faubus. Yet with this tremendous advantage Arkansas has over Michigan, the average weekly earnings for Arkansas is \$62.71 as compared to those "unfortunate" workers in Michigan who average only \$112.00 (See chart).

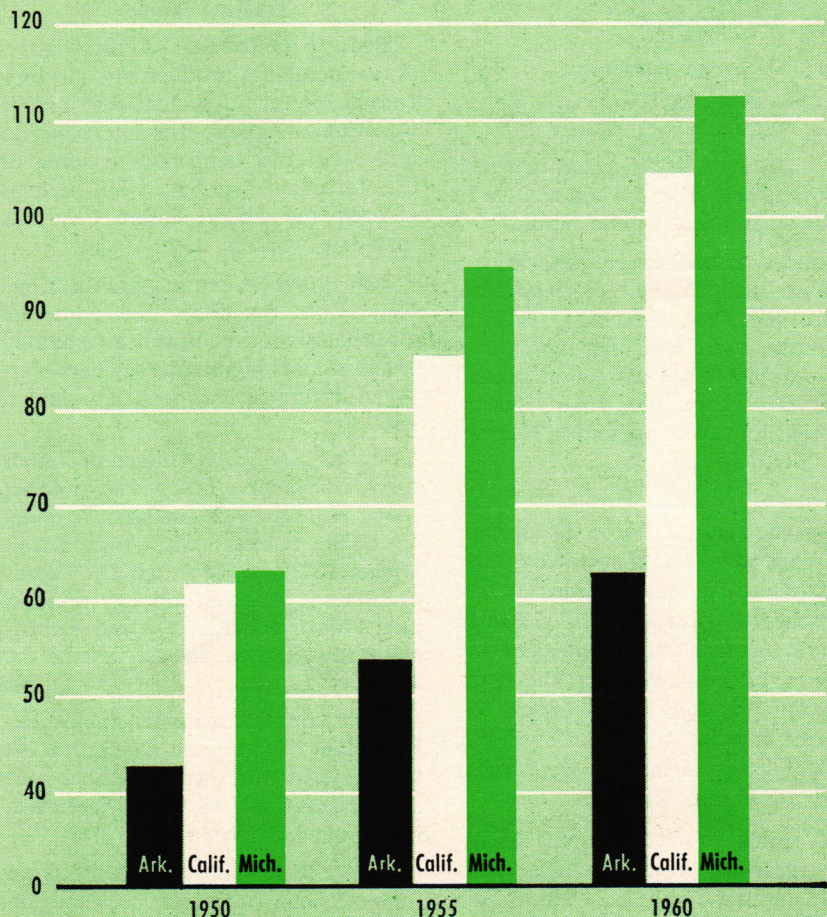
There was not immediate acceptance of a startling picture presented by Joint Council 16's economic study. New York City Labor Department prepared an economic report refuting the findings of Joint Council 16.

The Labor Department report charged that the Teamsters were attempting to compare apples with oranges, and the result of their research was a distortion of the city's

A COMPARISON ARKANSAS • CALIFORNIA • MICHIGAN

Average Weekly Earnings Manufacturing Production Workers

Dollars Per Week



wage structure.

To describe New York as a low-wage town "is unwarranted as shown by a proper evaluation of the facts," said the employer-minded city Labor Department.

Joint Council 16 had the statistical ammunition to blast the Labor Department's reply out of existence. However, before O'Rourke was ready to reply to the Labor Commissioner, he received some valuable assistance.

The influential New York Times, in an editorial, made this statement:

"The City Labor Department's reply to a Teamsters' Union study showing that New York ranks last among the country's metropolitan centers in average factory earnings will be more reassuring to statisticians than to those of us who are alarmed by the return of economic exploitation to this city.

"A Department established to protect wage earners should realize that workers live by the week and year, not by the hour, and should cease reaching for straws with which to cover the relative deterioration of New York's wage position.

Wage Subsidies

"We do not want our city to slip so far backward that exploiters will find it an even easier place in which to do business than the old centers of run-away industry in the South."

Almost simultaneously with the release of Joint Council 16's economic report, the New York City Welfare Department disclosed that it was paying approximately \$10 million annually in wage subsidies to small, low investment industries exploiting Negroes and Puerto Ricans.

Welfare Commissioner James Dumpson, in urging a \$2.00 an hour minimum wage, said that in November 1960 (the most recent figures at that time) the city distributed \$705,636 in welfare payments to supplement the incomes of employees of these exploiters. He said that between 93-95% of the 5,354 families receiving this supplemental income were either Negro or Puerto Rican.

According to Dumpson the industries receiving Welfare Department wage subsidies included "the needle (garment) trades, hotels, restaurants,

hospitals, and the plastics, electronics and building service industries."

Here is some of the ammunition that the Joint Council had to reply to the city Labor Department:

—61.6% of New York's hotel workers make less than \$1.50 an hour. (This category does not include tip-producing jobs such as waiters, waitresses, bartenders and bellmen.)

—74.3% of the production workers in New York's dry cleaning plants make less than \$1.50 an hour.

—77.1% of the production workers in the completely organized power laundry industry make less than \$1.50 an hour. Moreover, 59.4% make less than \$1.30 an hour.

—53.9% of the male employees in New York City's banking industry make less than \$80.00 a week. Over 78% of women bank employees make less than \$80.00 a week. (Commented columnist Murray Kempton: "Wages in New York City banks constitute a moral if not legal justification for embezzlement.")

Teamster Rates

Back to O'Rourke's "selfish" interest in increasing productivity and purchasing power to protect the jobs of Teamster members, it is interesting to note what has happened to some of the fortunate workers who perhaps ignored the abuse suffered by less fortunate workers.

The Plumbers are a good example. New York plumbers are paid the lowest straight-time hourly rate among seven major population centers surveyed by the Department of Labor in 1960.

In the same Department of Labor survey, members of New York's Sheet Metal Workers were number 13 among 15 cities; Painters with 14th lowest among 18 cities; Tool and Die Workers were 11th lowest among 16 cities; and, both the Carpenters and Electricians ranked 14th lowest among the 18 cities.

New York truckdrivers, incidentally, ranked third highest among the 18, forklift operators were number one among the same 18, and warehousemen ranked number seven.

A \$1.50 an hour minimum wage for both inter-state and intra-state industry, as O'Rourke told newsmen, is

not going to make one penny difference in the immediate paychecks of Teamster members. However, in the long-run it will make a great difference to all of labor and business in New York State.

Part of the job that Teamsters Joint Council 16 set out to accomplish, that in New York City, has been accomplished. The bigger job in the New York State Legislature remains. If the Teamsters and their supporters are successful in getting their minimum wage bill through the legislature, New York within a few years may be able to again claim to be the Empire State. As it is now, it is a highly depressed Empire State.

Governor Nelson Rockefeller has climbed on the bandwagon to improve the standard of living of New York workers. In his annual message to the New York State Legislature last month, Governor Rockefeller proposed that the legislature enact a minimum wage bill calling for \$1.15 an hour for all employees of all intra-state industry. This is what the Governor said: "It is the proper and historical role of the STATE (meaning New York), in our Federal system, to be a leader and innovator. The role of the STATE (Rockefeller's emphasis) is not negative—as a simple counterweight to Federal power. It is positive—to provide leadership, inventive and imaginative enough to stir others to follow."

Vice President O'Rourke immediately sent a letter to every member of the New York Legislature containing the following message:

"This declaration of New York Policy should be carried out by the enactment of a \$1.50 statutory minimum wage. Furthermore as an earnest of our determination to provide for all the states in our Federal system that 'inventive and imaginative' leadership, we propose that the present law be amended to cover all New York state workers in both inter-state and intra-state industries."

A LESSON IN TRUTH

GIBBONS GIVES PUBLIC INSIGHT

INTO TEAMSTERS

TEAMSTER EXECUTIVE Vice President Harold J. Gibbons last month spoke to the Washington, D. C., chapter of the Industrial Relations Research Association, at Brookings Institution. So interested were members of the association in getting first-hand information about the Teamsters that the question and answer session which followed lasted nearly one and one-half hours. Presented below are the highlights from that question and answer session.

QUESTION: *You stated that the Teamsters is basically a decentralized organization. You also mentioned growth of national divisions, growth of area wide conferences, and above all, the growth of what is emerging as a national agreement. Won't these developments minimize the joint councils and individual local unions in power?*

ANSWER: The joint council has always been a part of our structure, so this is no new development. Likewise, the divisions are quite old in their makeup, and although national in scope, they have no actual power as such. They are associations of local unions with specific problems, so this is hardly a form of centralization.

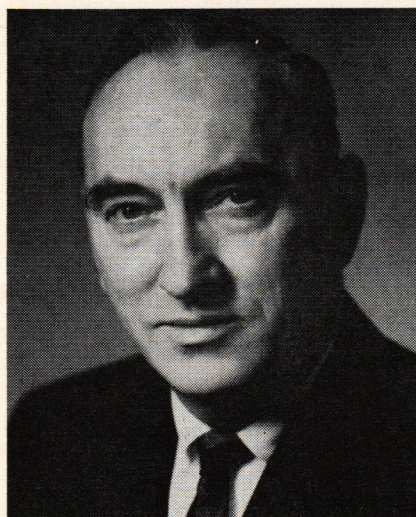
The existence of conferences does represent a minimum trend toward centralization, dictated by changes in the distribution industry of which we are a part.

The mamma and papa store, the individual single-unit business, retail or

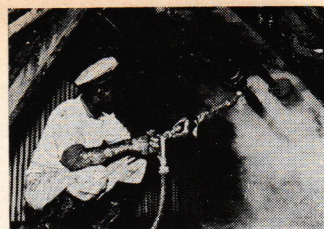
warehouse, is almost a thing of the past in America. The trend today is tremendous in terms of multi-unit employers. So just to cope with that, we have had to set up some new techniques.

Secondly, the sheer speed of trucks and their operations today has made its impact. Long ago, the horse and wagon dealt with the Joint Council area and encompassed largely the functions of many companies.

Today, companies are national in scope and, of course, in one day a truck will go through four or five joint council territories. To meet these problems of local unions in modern day distribution developments, we've had to set up different organizational forms to meet the challenge.



Vice President Gibbons



However, the basic administrative responsibility in our union still rests with the local union, and the bulk of the work is carried on by the local union.

Their efforts are coordinated to some extent today under area wide agreements, necessary to mobilize what economic strength we possess against huge corporations. Single local unions can no longer deal adequately with such business giants as the American Standard Sanitary and Radiator Corporation, or with Montgomery Ward or Sears Roebuck.

Our effort now is to coordinate the economic strength of local unions so we can negotiate decent contracts and have some measure of equity at the bargaining table.

QUESTION: *Are all your local unions integrated, and do you have any Negro national officers?*

ANSWER: We have no Negro national officers. All of our locals, to my knowledge, are completely integrated. I recently spoke to the shop stewards in our local union in New Orleans. I was happy when the president of that local union stressed in his introduction that there is no form of discrimination against any of the members of his local union.

Some of the officers were Negroes, and the steward's body was completely integrated.

In Dallas recently, both Teamster General President James R. Hoffa and myself spoke to a meeting in the new

auditorium there, and again the chairman stressed that there was no discrimination, and the huge auditorium was completely checkerboarded.

So, I think that in this particular area we have no problems.

QUESTION: *Have recent agreements between the Teamsters and other unions enhanced Communist-stigmatized unions in this country.*

ANSWER: I don't know that any union has received any enhancement from being associated with the Teamsters in the light of our present public image. But the United States government probably has enhanced them much more.

The U.S. government is recognizing them every day in elections, certifying them as legal bargaining agents, and there is nothing the Teamsters could have done which would have enhanced them more than the kind of official status and recognition given to them by the U.S. government.

Our approach is very simple. There was a need in the warehousing industry in the San Francisco area to prevent employers playing one group against the other.

Proof of the need for our pact with Harry Bridges was well demonstrated in two sets of negotiations where our gains were more substantial than ever in the history of bargaining in the warehousing industry in that area.

The same can be said for the Mine, Mill and Smelter Union. We entered into that agreement for the purposes I set forth, basically organizational. We are confident that the agreement will assist us in bringing trade unionism to a lot of unorganized truck drivers.

I do not believe I have to stand here and tell you that the Teamsters Union is an anti-Communist force.

QUESTION: *What do you consider the criteria for a modern trade union, a progressive trade union, and how do you feel the Teamsters Union meets those criteria?*

ANSWER: First, what is the union doing for the rank-and-file members. In that respect, I think the Teamsters meet the test, and we have no apologies to offer in that area.

Secondly, I think an International Union has certain community responsibilities. We are currently setting up a national political action group, concerning itself not just with the needs of the Teamsters, but with all the

problems which make for a better America. It has a concern not only for the strength of our country, but also with the matter of medical aid for the aged and related problems in the whole field of society.

I think we'll match the Teamsters with any of the organizations which currently exist in the labor movement. I think leadership for the solution of these broader problems lies not with an individual international union. You can best test international unions in this area by determining if they are participating in a national effort, and I say to you, today the entire labor movement is falling down pretty sadly.

I think labor should be leading the fight against discrimination, financing the effort of freedom riders. I don't think it's a kind of fight one international union can be expected to take on.

I think the labor movement should be carrying on a crusade against uncontrolled automation and chronic unemployment. We should be mobilizing our efforts for the agricultural worker, and the labor movement is woefully lacking.

I think if these kind of tests were available to us, you would find the Teamsters way up there with the best of them in terms of our participation.

QUESTION: *You indicated the expulsion of the Teamsters from the AFL-CIO was based only upon the McClellan Committee's record. You also indicated you think the McClellan Committee record was rather thin. What would you say, then, motivated the AFL-CIO in expelling the Teamsters?*

ANSWER: A typical response was one by a top figure in the American labor movement who said to me:

Gibbons, I've known Jimmy Hoffa for 25 years. I couldn't name for you a better trade unionist than Jimmy Hoffa, but why doesn't he take a walk and get the heat off all of us.

That is a typical attitude of a lot of people in the AFL-CIO who were very scared when the investigation came along.

I'm afraid that the reason the AFL-CIO proceeded with the expulsion was largely a case of throwing Teamsters to the dogs in the hope they might avoid further heat themselves. That may be a very prejudiced evaluation, but it is shared by an awful lot of people in the AFL-CIO right now.

QUESTION: *Why is terminal arbitration such a rare thing in the Teamsters Union?*

ANSWER: Because we do not think the matter of job security of an individual member should be permitted to be a decision of an outsider. We want to have something to say about that, and we want to have as much control over it as we possibly can. We are mostly concerned about the area of job security.

QUESTION: *There seems to be a race going on between Teamsters trying to get a national contract and the Congress trying to get anti-trust legislation to apply to the Teamsters. Who do you think will win?*

ANSWER: It is much more important to ask, "Who is going to suffer?"

I don't know who is going to win. Anti-trust legislation against the Teamsters may be passed, but we won't be the ones who will be the worst hit. No matter how badly it affects us, it's going to mean the entire labor movement is going to suffer as a result.

Whether you like it or not, whether the labor movement likes it or not, we are the basic strength of the American labor movement.

If we are put in a straight jacket, the plumbers, the steelworkers, all are going to suffer a tremendous weakening of their bargaining strength. We, somehow, will survive, but I'm not so sure a lot of other unions are going to be able to survive the onslaught of their employers when they don't have the Teamsters there to give them some assistance and help.

QUESTION: *Would you care to comment on what problems you see in the matter of automation, and what you expect to get out of it in respect to such things as piggyback.*

ANSWER: The problems I see in automation embrace the runaway danger of an increasing percentage of our work force being permanently unemployed.

The problem I see in automation is the fact that we know nothing about it. We have heads of big corporations going up before congressional committees saying "we're not about to tell you what we're doing in the field because it involves our profits and business secrets."

As we sit tonight, we don't know

whether it eliminates skilled jobs or unskilled jobs. We don't know whether you train people for more skilled jobs or whether or not people are becoming relatively unskilled in industry as a result of automation.

The present Administration talks in terms of retraining workers. You can retrain and retrain workers until the end of time, but if there isn't a job at the end of the road you haven't helped those workers one iota.

This is the basic problem as long as we have this hard core of unemployment which seemingly is going to stay with us and conceivably increase despite increased production and recovery in some respects from the recession period.

QUESTION: *With respect to impact of automation on the Teamsters, nobody has yet invented a machine which can drive a truck. It might be useful for us to know what percentage of your union members actually drive trucks?*

ANSWER: A good percentage of our members drive trucks. Now, the impact of automation on Teamsters is that right now on the freeways and the new highways, there are double bottom trucks a hundred-feet long rolling with one driver, carrying freight which normally would take at least two to four men to move. You are talking about piggyback in which the trailer of a rig is put on a freight car and the driver sits at home; about the merry-go-round which is to be found in every freight platform today with trucks automatically moved from one point to another without the services of a dockworker.

It is agreed that a way hasn't been figured out to drive a truck without a driver, but in light of what they are doing on the trains, they may do away with us.

QUESTION: *What about McClellan's charges of corruption in the Teamsters?*

ANSWER: I think one would have to be awfully naive not to recognize that the nature of the McClellan Committee was not an instrument to clean up the labor movement. If you'll run down the list of the McClellan Committee, you'll see a Sam Erwin, from North Carolina; a Mundt, from North Dakota; a Cur-

tis, from Nebraska; a Barry Goldwater, from Arizona; an Ives, from New York; a McClellan, from Arkansas; an ambitious politician from Massachusetts.

It is not difficult to recognize that the basic function of the McClellan Committee was to try to set the scene for further repressive anti-labor legislation. From the McClellan Committee one could expect little in the nature of an honest investigation or anything like corrective legislation to build a better American Labor Movement.

We added up all the racketeers, gangsters who were mentioned by the McClellan Committee. We analyzed the list, and under oath submitted this list of names with a proper breakdown. Bobbie Kennedy screamed at the idea of the breakdown saying it was wrong, but it was admitted.

It is interesting to see that in three years of investigation in connection with our Union, reputed to be completely dominated by racketeers and hoodlums, there was a matter of 106 names mentioned.

We searched high and low for some 16 of these names and never found them among our union files or in any respect as being officials or anyway connected with the Teamsters.

Nine of those names we found to be members of the union who never held any other position than member. And, you well understand that if an employer hires a person we are obligated under the law to accept him into

membership. These were members, but they were heralded as gangsters and hoodlums.

We found that 34 of those mentioned were former officers or employees who were no longer associated with the Teamsters in any capacity.

We submitted the names of eight others who were officers or employees of the Teamsters who had been arrested but never convicted of a crime.

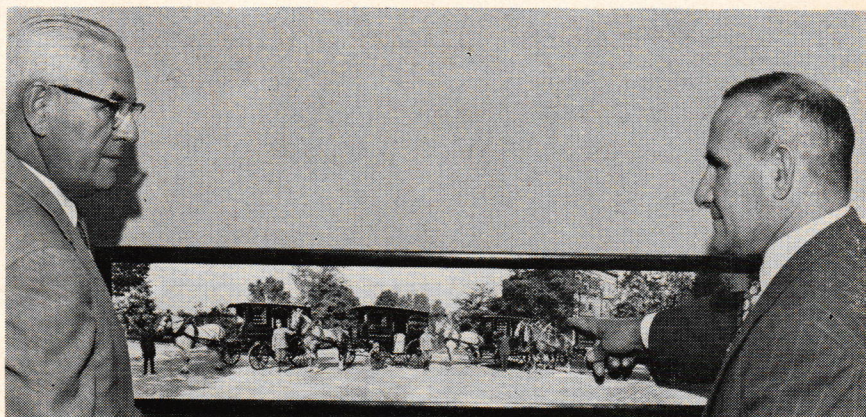
We submitted the names of 26 people who were officers, agents or employees who were convicted of misdemeanors or felonies before employment by the Teamsters or before election to office. Some of those went back 20 years before the men became active in anything.

We had 13 who had convictions while officers or representatives and were still officials of the union. Among those 13 were arrest records consisting of pleas of guilty to city ordinances relating to disorderly conduct or traffic violations, which are neither misdemeanors nor felonies.

There were some 13, as a total, who could be said to be law breakers who were at the time we filed this list still members of the Teamsters and holding office.

It seems to me that in a three year investigation as widespread as it was, that to be able to come up with only 13 violators was a case of the mountain having labored and come forward with a mouse.

Teamster Retires after 51 Years



Benjamin B. Thiman, right, member of Teamster Local 937, Baltimore, retired last month as a milk man after 51 years of service. He is shown here with a company official tracing his years of service from team and wagon days to the space age. At a company dinner in his honor, Thiman related that his first paycheck in 1910, when he was 14 years old, was for \$5.75 for a seven-day week. "It would have gone a long ways in those days—but I lost it," Thiman revealed. The retired Teamster knows every nook in Baltimore and now wants to spend his time seeing the rest of the country.



Rep. Mills
Arkansas



"MEDICARE" AND STARK

MEDICAL CARE for the aged under social security is the boogymen for the second session of the 87th Congress.

Die-hard conservatives say it can't pass. Die-hard liberals insist it will get through somehow. Die-hard moderates—eyes closed and fingers in their ears—wait anxiously for the "bang."

The involved congressional committees are faced with deciding whether to hatch, pluck, or axe the medicare egg. Meanwhile, some champions have alternate plans.

Administration chieftains call medicare a "hot political issue"—but search for possible compromises. The President says health insurance for the aged is an urgent health matter—but gives it no domestic program priority. And most of the nation's 16 million elderly

persons, along with their friends and relatives, wonder what is happening.

Over everything hovers the smell of "conscoal"—otherwise known as the "conservative coalition." Conscoal is the congressional whelp born of the union between conservative Republicans and Dixiecrats. They vote against everything regarding people's welfare.

Political realities indicate at first glance that the administration's measure known as the King-Anderson Bill (S.909 and H.R. 4222) is a dead duck. A second glance is more encouraging; for example, it's amazing how an election year can pep up listless lawmakers when they face going home to check the bone buried under their own grass roots.

There have been some changes also in the economic pressures opposing

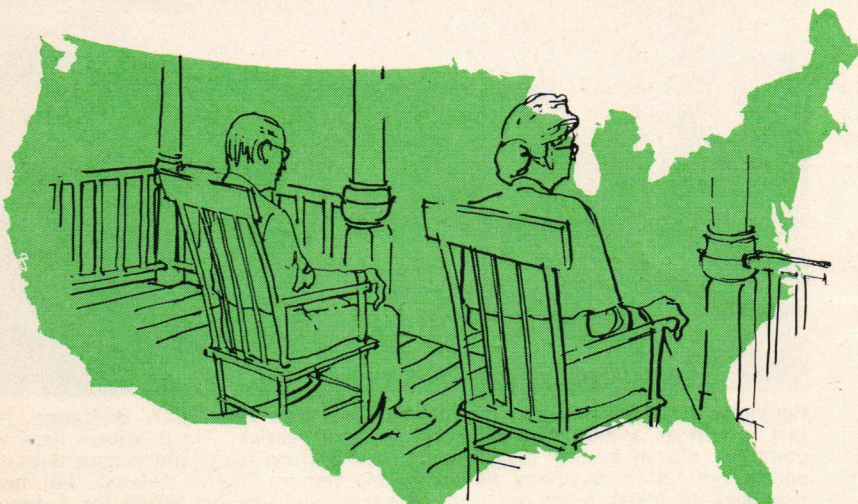
medical care for the aged under social security. A crack has appeared in the opposition led by the wealthy American Medical Association. Furthermore, existing legislation in the form of Kerr-Mills has failed as shown by disparities in medicare benefits to the aged in various state programs.

The key—and certainly the main battleground—on which King-Anderson's fate will rest is the House Ways and Means Committee. That's where the first move must be made. The Senate Finance Committee which has jurisdiction in the other chamber traditionally takes no action on revenue bills until the House has acted.

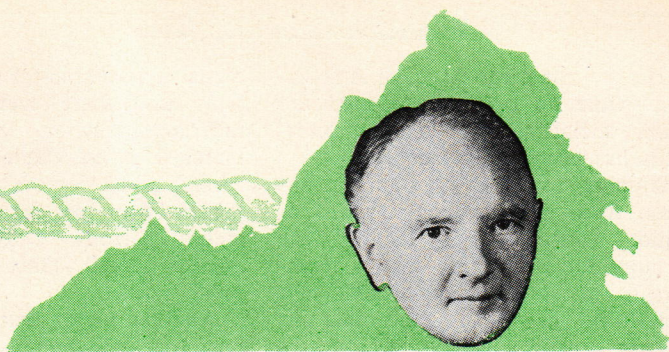
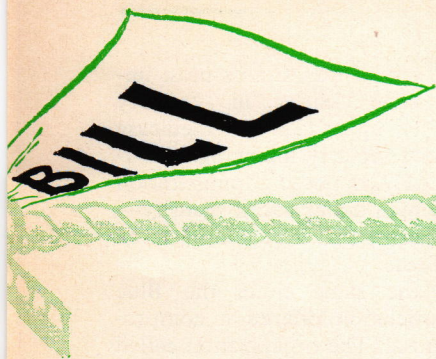
Conscoal was never better illustrated than in the first session of the 87th Congress. That was when Rep. Wilbur Mills (D-Ark.), chairman of the House Ways and Means Committee, successfully spiked action on medicare with the hearty good wishes of a majority of his committee.

Congressman Mills, little-publicized but one of the most powerful legislators, told President Kennedy early in January he is still opposed to King-Anderson. He still has a conscoal majority to support his view even though two new appointees to the committee add strength to his opposition.

Rep. Martha Griffiths (D-Mich.), one of the appointees, had a good liberal voting record on 88 key issues summarized by the *Congressional Quarterly* following the first session. She pledged to help on behalf of the administration medicare bill.



Welfare of millions of nation's senior citizens hinges on power bloc in Congress.



Sen. Byrd
Virginia

POLITICAL REALITIES

The other appointee, Rep. Clark W. Thompson (D-Tex.), is a self-styled moderate. He voted in favor of Kerr-Mills, but says he is open-minded on King-Anderson.

Huddled behind the conscoal barn with Mills are 13 more Republicans and Dixiecrats—of a committee membership of 25—who can stop King-Anderson with a shrug anytime they want to do so. It's essentially the same group that torpedoed the Forand Bill.

Assuming that a petition—manipulated by political machination and encouraged by grass roots yelling—could blast the King-Anderson proposal out of Mills' committee, next would come a floor fight.

Rep. John W. McCormack (D-Mass.), the new Speaker of the House, has expressed "every confidence that if the medical care bill comes out of the Ways and Means Committee, it will pass the House."

Then the bogeyman would move to the Senate Finance Committee. The chairman of that committee is Sen. Harry Flood Byrd (D-Va.) who, as Congress opened, was very worried about tax relief for the du Pont family.

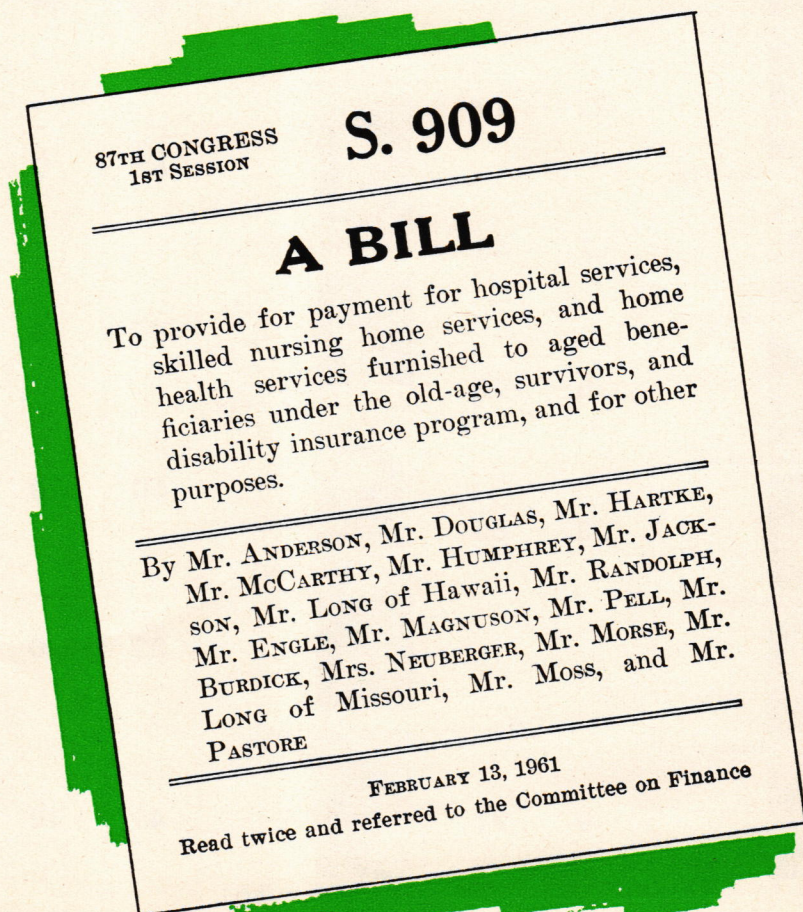
Sen. Byrd informed President Kennedy before the session began that he would oppose the King-Anderson Bill if it managed to get through the House. Backing up the Virginia Dixiecrat behind another barn is a conscoal greater in committee strength than in the House group.

Sounds bleak doesn't it? But wait—there are some encouraging aspects.

The collapse of Kerr-Mills as effective legislation is one factor that may goad Congress into action on King-Anderson. Kerr-Mills, enacted in August, 1960, increased federal matching grants to states for existing old-age assistance programs. It also provided

further matching funds for persons whose incomes were insufficient to cover medical expenses.

The Department of Health, Education, and Welfare says only three states offer comprehensive medicare coverage under Kerr-Mills. Mean-



while, the American Medical Association—violently opposed to medicare under social security—claims Kerr-Mills has been widely accepted.

Support for HEW's findings has come from the National Council of Senior Citizens for Health Care through Social Security with a membership of 400,000. NCSCHC says Kerr-Mills has failed and that its meager benefits must be quickly supplemented by the King-Anderson Bill.

An example of Kerr-Mills failure

exists in recession-torn West Virginia. State funds there recently ran out and federal money no longer could be matched. West Virginia agencies concerned asked doctors and hospitals to accept lower fees for their services to elderly persons. Only a handful of doctors agreed. Only 23 of 108 hospitals agreed.

Another factor that may lend support for King-Anderson is the beginning of a split in opposition to the measure. The American Hospital As-

sociation, one of the AMA's most important allies, early in January dropped its opposition to medicare under social security financing. However, the AHA opposed administration of such a plan under social security—instead desiring that it be administered by Blue Cross.

About the same time, the Blue Cross Association offered a compromise proposal. The organization called for a national private plan permitting low income persons to pay less, and in some cases nothing, for health insurance with the balance to be subsidized by the federal government.

Another compromise plan was offered by Sen. Jacob K. Javits (R-N.Y.). He proposed a modification of King-Anderson so that persons under social security would have the option of participating in the medicare program or continuing private insurance reimbursable by the federal government for any social security medical insurance payments.

Sen. Javits' proposal also included provision for state administration rather than by the Department of Health, Education and Welfare; and persons not covered by social security retirement insurance could participate in the new medicare program.

Support for King-Anderson, meanwhile, is certain to continue from the Teamsters and other unions along with various public health organizations, the National Farmers Union, the American Nurses Association, and numerous senior citizen groups.


















There are some important intangibles in the legislative scene also.

President Kennedy, in his state-of-the-union message, January 11, 1962, said, "... in matters of health, no piece of unfinished business is more important or more urgent than the enactment under the social security system of health insurance for the aged."

























Yet the President did not place a priority on the issue he called "urgent." Later, he placed two other domestic items ahead of medicare—aid to education and postal rates.

This was after HEW Secretary Abraham A. Ribicoff spent almost a full week calling medicare the "hottest political issue" of the session, after first assigning a study taskforce to look for compromise possibilities. Ribicoff's sally prompted House Republican Leader Charles A. Halleck of Indiana to immediately predict that Congress would kill King-Anderson.

The chart below shows the voting percentages of members of the Senate Finance Committee, cast with or against the Dixiecrat-GOP conservative coalition, on 88 key issues tabulated by the Congressional Quarterly.

	With	Against		With	Against
	88	2		9	69
* Harry Flood Byrd (D-Va.)			Vance Hartke (D-Ind.)		
	46	37		52	35
Robert S. Kerr (D-Okla.)			J. W. Fulbright (D-Ark.)		
	48	43		89	11
Russell B. Long (D-La.)			John J. Williams (R-Del.)		
	82	14		63	2
George A. Smathers (D-Fla.)			Frank Carlson (R-Kan.)		
	17	43		92	0
Clinton P. Anderson (D-N.M.)			Wallace F. Bennett (R-Utah)		
	6	92		60	0
Paul H. Douglas (D-Ill.)			John M. Butler (R-Md.)		
	28	62		82	0
Albert Gore (D-Tenn.)			Carl T. Curtis (R-Neb.)		
	92	6		49	18
Herman E. Talmadge (D-Ga.)			Thruston B. Morton (R-Ky.)		
	9	71			
Eugene J. McCarthy (D-Minn.)					

The chart below shows the voting percentages of members of the House Ways and Means Committee, cast with or against the Dixiecrat-GOP conservative coalition, on 88 key issues tabulated by the Congressional Quarterly.

With Against		With Against		With Against	
	65 35		0 96		83 0
* Wilbur D. Mills (D-Ark.)		William J. Green Jr. (D-Pa.)		James B. Utt (R-Calif.)	
	4 96		48 39		100 0
Cecil R. King (D-Calif.)		John C. Watts (D-Ky.)		Jackson E. Betts (R-Ohio)	
	13 87		17 83		65 0
Thomas J. O'Brien (D-Ill.)		Al Ullman (D-Ore.)		Bruce Alger (R-Tex.)	
	22 43		9 91		83 9
Hale Boggs (D-La.)		James A. Burke (D-Mass.)		Steven B. Deroonian (R-N.Y.)	
	4 70		70 4		78 22
Eugene J. Keogh (D-N.Y.)		Noah M. Mason (R-Ill.)		Herman T. Schneebeli (R-Pa.)	
	65 4		83 0		39 61
Burr P. Harrison (D-Va.)		John W. Byrnes (R-Wis.)		** Clark W. Thompson (D-Tex.)	
	4 96		78 13		13 78
Frank M. Karsten (D-Mo.)		Howard H. Baker (R-Tenn.)		** Martha W. Griffiths (D-Mich.)	
	87 4		78 9		
A. S. Herlong Jr. (D-Fla.)		Thomas B. Curtis (R-Mo.)			
	48 35		91 0		
James B. Frazier Jr. (D-Tenn.)		Victor A. Knox (R-Mich.)			

(* chairman; ** new members)

Then there was the prediction by the Congressional Quarterly of January 5, 1962:

"Since the King-Anderson Bill may still be sleeping in Ways and Means as the 1962 session draws to a close, the administration may late in the session attempt to attach the social security bill to another House measure on the Senate floor in the hope thereby of securing the vote it wants on old-age medical care in 1962."

Attorney General Robert F. Kennedy is a central figure in one of the

most titillating intangibles. In his 12-month report to the President, he mentioned no need for further civil rights legislation.

Civil rights may be the bait to overcoming conscoal and getting the medicare legislation passed. Civil rights of Negroes are the most expendable political issue in the nation today and it might easily be used as a lasso to cut out some mavericks from the coalition corral—enough to get medicare out of committee at the last moment regardless of the morals

involved.

If that should happen, the moderates would finally hear the "bang." Medicare conceivably could then steamroll through both chambers. The political result would be the saving of some congressional necks at the polls.

There's one thing that can help King-Anderson. Continuous pressure from voters in the form of letters and phone calls. DRIVE, the political adjunct of the International Brotherhood of Teamsters, is trying to do its share.

Are you doing yours?

AUTOMATION: No Blessing for Unemployed



Challenge to Government

Technological Change vs. Human Values

AUTOMATION is manna from heaven for management, a hit-and-run job threat for labor, and for government it is a challenge to police the impact of technological change upon human values.

Production phenomenon of the century, automation is expected to encourage huge increases in the Gross National Product. Meanwhile, it is revolutionizing work patterns in most industries. Everywhere it is disturbing the balance of social worth between man and machine.

Small wonder the nation is twisting in socio-economic agony under the strain of technological change. The experts agree now that people are the first victims of automation—and also the final beneficiaries. But in between there's a big gap of darkness.

The burdens of automation are becoming more prominent daily. Unemployment statistics, plant closings, new techniques, declines in industrial union membership totals—there's a new story every day. Plainly, labor is shouldering the heaviest share of the burden of technological change. It is men and women wage earners who are losing their jobs, sacrificing skills, retraining, moving into different areas of employment.

Management, however, has shifted

its lighter share of the burden much more easily. In many cases, the same equipment has simply been integrated into a single unit for more productive effectiveness. Some automation has required complete retooling. In all instances, however, there's a big reward in the offing.

By nature, government so far has had to grope ponderously while trying to determine its share of the burden without knowing whether it would be allowed to shoulder it when the time came. The time is almost here.

Seymour L. Wolfbein, U. S. Labor Department Assistant Secretary for Manpower and Development, this month completed a list of recommendations for coping with unemployment resulting from automation. The report was not yet public as the International Teamster went to press.

At least 14 recommendations were included in the paper. Among the most prominent was the need for training and retraining workers displaced by technological change.

Wolfbein said an example of how retraining helps the unemployment picture occurred recently in Huntington, W. Va., where dozens of automobile mechanics were out of work. At the same time, Huntington garages were desperate for qualified power

pack men. A short training program adding to the skills of the jobless mechanics qualified them to do the work. They filled the jobs and the garages began humming again.

Another situation, Wolfbein said, developed in Pennsylvania where a new hospital was completed for mentally retarded children. A total of 100 attendants were needed but could not be found. Authorities dipped into the pool of local chronic unemployed, gave selected workers a short training on the job essentials and filled the attendant quota.

Both the examples cited by Wolfbein were what might be called "pilot" programs to see what could be done. They were successful. Thus it was that in his state-of-the-union message to Congress, January 11, 1962, President Kennedy termed the Manpower Development and Training Act first on the list of things to do in combating unemployment.

The Act sponsored by Rep. Elmer J. Holland (D-Pa.) passed the Senate last year, but froze in the House Rules Committee.

Wolfbein is particularly enthusiastic about the Holland legislation. The government's manpower expert says it has a long-range benefit in that it will expose the problems of automa-

Automation in Santa Maria

tion in a broader sense and perhaps serve as a "trigger" to real solutions of magnitude.

It is important to get started now, according to Wolfbein, because "there will be at least a half-dozen years yet with no diminution at all in the impact of technological change."

Wolfbein believes that in many ways the country is only on the threshold of real technological change with "unbelievable things to come." That means automated automation and burdens on burdens.

Dr. Walter Puckingham, director of the School of Industrial Management at Georgia Tech, supports Wolfbein's point. He says automation is in its infancy and that "since automation creates new jobs as it destroys old ones, the rate of automation is a critical factor."

Guarding Secrets

Here is where industry has yet to shoulder its share of the burden, so far failing to provide real clues to the anticipated rate of automation. Rep. Holland, chairman of a Subcommittee on Unemployment and the Impact of Automation, illuminated this shortcoming when he commented at the close of a hearing session nearly a year ago:

"We have had people come in here who knew automation from one end to the other and we have asked them what we should retrain our people for and they have told us that they do not know. . . ."

"We are having a little trouble in getting IBM and the different groups who are creating automation to come before us. I see their point. They say that they cannot divulge what they are working on because it would divulge their hands to their competitors."

"I do think that this country has to know what is in the works. . . ."

The core of labor's feeling was probably never better expressed than in testimony before Holland's subcommittee by Harold J. Gibbons, executive vice president of the Teamsters Union, who said:

"I do not want to do anything which will impede automation as such . . . as long as the people are able to buy back the products of automation, we are going to have an expanding economy."

Gibbons was careful to point out that labor—at least the Teamsters Union—was unwilling to stand at the bridge like Horatius and suffer the on-

Only a girdle with a three-way stretch (government, industry, and labor) can control the impact of automation upon employment. An excellent illustration of this came to light recently in Santa Maria, Calif., where celery growers are finding it more profitable to pack in the field rather than in the shed—at the workers' expense.

Richard D. Valerga, secretary-treasurer of Teamsters Local 865 (food packers, freezer cannery workers, and warehousemen) in Santa Maria, wrote a letter to Labor Secretary Arthur J. Goldberg. Valerga began his letter:

"There are many people unemployed due to automation and there will be many more. I am well aware of the fact that we cannot stand in the way of the progress of our country, but there are also a few things we can do to prevent some of this unemployment by enforcing Public Law 78 on a local level. . . ."

Valerga explained that celery packing had been done in the sheds under union contract in Local 865's area for many years with a present wage scale of \$1.75 an hour. Recently, however, the Bonita Packing Co. of Santa Maria requested from the California Department of Employment certification to pack in the field at \$1 an hour.

"This certainly is 'adverse effect,'" noted Valerga. He said unemployment insurance amounted to approximately \$40,000 per week in the Santa Maria area with 15 per cent of the sum going to packing shed and frozen food workers jobless due to normal seasonal lack of work.

Valerga explained that most of the

growers realize they can put up a better package in the shed "and do not want to pack in the field." But if the growers who want to pack celery in the field to cut labor costs are allowed to do so, the others would have to follow suit in self defense. Valerga told the labor secretary: "If this happens it will throw another three-to-four hundred people into the ranks of the unemployed."

The Teamster official said 90 per cent of the workers own homes in the area and cannot support their families on field wages, "therefore, the growers have this work done by Mexican and Japanese Nationals." He added, "I believe we could supply all the domestic workers necessary to do this field work if they were paid a livable wage."

Jack S. Donnachie, deputy assistant director to Secretary Goldberg, replied to Valerga's letter with the opening statement:

"We view this situation with the utmost concern and are, therefore, stopping for the time being the contracting of Mexican workers for this work, because at this time the Secretary of Labor cannot certify that the employment of Mexican workers will not adversely affect the wages and working conditions of domestic agricultural workers."

Donnachie promised also that the Labor Department would thoroughly investigate the situation. He said Valerga would be contacted by representatives of the San Francisco regional office of the Bureau of Employment Security or the California Department of Employment to obtain further information.

Sometimes called a "mule train," this celery harvester travels five or six feet a minute over 24 rows of celery. The machine cuts, trims, washes, sorts, and packages the celery in crates before it leaves the harvester.



slaught of automation alone. He testified:

"We do not think that industry has any right—legal, moral, or otherwise—which would give them the right to take completely the benefits of automation and technological improvements. This is a social product, not the product of any one man's mind."

In mid-January this year after a year-long study, the President's Advisory Committee on Labor-Management Policy offered some conclusions on technological progress. There were three areas of general agreement: (1) Automation and technological progress are essential to the general welfare, the economic strength, and defense of the nation; (2) progress can and must be achieved without the sacrifice of human values; (3) a combination of private and governmental action consonant with the principles of a free society is required to accomplish the task.

Notable was the policy committee's statement on which dissents were

voiced by Arthur F. Burns, a public member, and Henry Ford II, a management member: "We reject the too common assumption that continuing unemployment is an inherent cost of automation."

In other words, the committee determined not only that U.S. industry must and will automate, but that it can and must be done without hurting the labor force. This is contrary to the propaganda of the myth-builders across the country who claim that automation, technological change—call it what you will—is economic progress come what may.

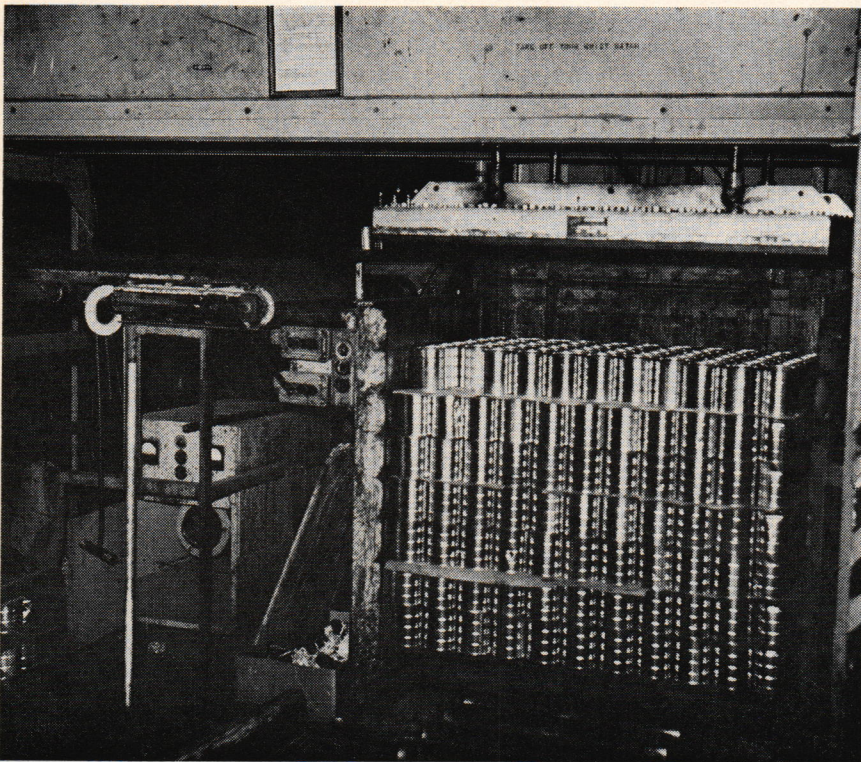
Right now automation already is a social problem. Tomorrow it can become economic progress. One day it can be political achievement.

But first, government and industry must assume more of the responsibility of the burden. Labor—composed of the human values that must not be sacrificed—will inevitably follow the most valid of any alternatives that are offered.



This is an electronic bloodspot detector that moves 30 eggs at a time from the case, examines them for dirt and cracked shells as they pass over a conveyor flash candler—but the chickens still do their job the old-fashioned way.

Automation Hits Cannery Employment Hard



A magnet does the work of men in a Stockton, Calif., processing plant. The magnetic "depelletizer" lifts entire tiers of cans to a delivery belt. Unseen is the fellow who pushes the button originally or watches a performance board nearby.

The extent of automation in California canneries during recent years shows what technological change can do to union membership.

George E. Mock, Teamsters Union vice president, cites what has happened to some of the local union membership totals within the jurisdiction of Joint Council 38 as a result of automation in canneries.

Comparison reports from January, 1959, through December, 1960, revealed membership in cannery locals declined a total of 6,845. From January, 1960, through September, 1961, another 5,563 loss in cannery local membership was experienced.

Concern for All

Mock says that fortunately during the four years, the general local membership in the joint council has shown a gain, "however, the gain has not been sufficient in all cases to offset the loss of members that has come about due to automation."

Mock's moral is that what happens to one local union, no matter what industry it operates in, is a matter of concern for all the others affiliated with the joint council.

DRIVE CAMPAIGN Swings into South

DRIVE, the political and legislative arm of the Teamsters, began a Southern swing late in January to establish Women's Auxiliaries to DRIVE in Teamster local unions in San Antonio, Houston, New Orleans, Oklahoma City, and Little Rock, Arkansas.

Highlights of each DRIVE stop were Jo Hoffa dinners at which Mrs. Josephine Hoffa, wife of James R. Hoffa, general president of the Teamsters, was the honored guest.

Hoffa, DRIVE president, accompanied Mrs. Hoffa.

The DRIVE itinerary called for meetings in San Antonio, January 27, Houston, January 28; New Orleans, February 2; Oklahoma City, February 3; and Little Rock, February 4.

Striving to establish effective political and legislative units in each Joint Council in the Teamsters, DRIVE already has established women's auxiliaries in nearly a score of major cities across the land.

Score of Cities

The quota for each local union under DRIVE's ultimate goal is membership by one-third of each local union. Local 115, Philadelphia, has 496 members out of a total membership of 1109; Local 491 has 355 members out of a total membership of 975. Local 89, of Louisville, Ky., has 1,375 DRIVE members; Local 251, of Providence, R. I., has 1,200 memberships in DRIVE sold. Over their quotas are Locals 43, 64, 175, 437, 495, 549, 619, 857, 866. Other local unions daily are reporting their quota.

The Contest

The current campaign for memberships in DRIVE ends June 1, 1962.

One of the highlights in the DRIVE campaign is a contest in which each Teamster member and wife enrolling the most active members in DRIVE in each area conference will be awarded a free, all-expense-paid trip to Washington, D. C.

In the nation's capital, these eight prize winners will spend a full week as guests of DRIVE, and they will be conducted on special tours to see first hand how their national government functions. (Check your shop steward or business agent for details.)



Model Displays Handsome DRIVE Trophy

Trophies Go to DRIVE Champs

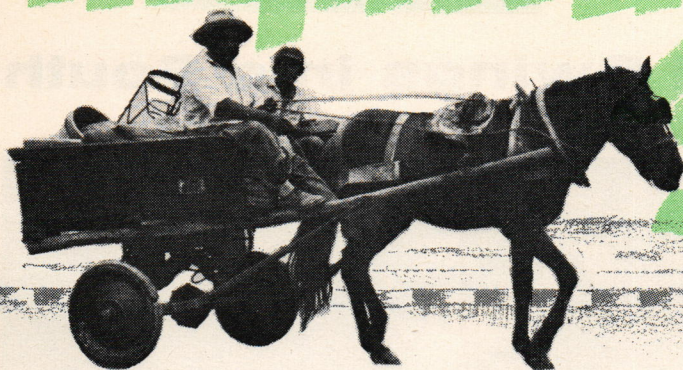
Teamster Locals across the country have a clear shot at one of the DRIVE trophies as displayed above by the pretty girl.

Two trophies in each IBT Joint Council will be awarded after the current DRIVE membership closes next June 1. Locals having the highest total DRIVE membership and those with the highest percentage of members holding DRIVE cards will take home the attractive 16-inch high awards.

Plans are to make the trophy presentations at a Joint Council dinner in the weeks following the membership campaign. General President James R. Hoffa, Executive Vice President Harold J. Gibbons, or DRIVE Director Sidney Zagri will take part in the presentations.

The trophies will make an excellent addition to any union hall showcase and serve as a fine reminder of the need for increased Teamster activity in local community, state, and national affairs.

"Highway South



WITHIN a few years, Teamsters may climb into their cabs and head for 38,000-mile jaunts down and up the Pan American highway.

There's only one thing holding them back from delivering an Alaskan ivory cribbage board to a card-playing native at the southernmost tip of South America and returning with a load of fresh tropical produce.

The obstacle is a stretch of 666 miles still to be made passable in the 19,000-mile route.

The dream of an unbroken, all-weather highway from the Arctic Circle to southern Chile, linking 19 countries for commerce and travel, has an origin more than 400 years old.

King Charles V of Spain, who ascended the throne in 1516, wanted a road connecting Mexico with other ore-heavy areas to haul out the golden riches of "The New World." He so ordered.

But nothing ever came of the monarch's wish until 1923 when a preliminary conference in Chile discussed the plan on a still greater scale. All the talkers decided was that any project to link North, Central, and South America by railroad was impractical.

The first real milestone toward development of a Pan American highway came in 1925 when the Pan American Highway Congress held its founding meeting in Buenos Aires.

While a highway for tourists was attractive, the congress quickly decided the road's principal function would be more importantly an avenue of commerce to complement costly air and slow ship freight.

Work was begun in the various countries, not as one fancy expressway, but rather as a complex of highways linking the capitals of the nations. (There is no official Pan-Am

route through the United States where scores of alternate drives are available.)

Construction has progressed in the past 35 years to where there are now only three stretches of road that stop traffic.

One section, 203 miles of nothing, is in Panama but work on the project is expected to be completed in 1962.

There is a 133-mile stretch in Costa Rica where there are no bridges to span the gaps in the road.

The mountains of Colombia pose the greatest obstacle. One 330-mile section of proposed road has been considered impassable in the peaks.

To focus attention on the Colombian block, the Pan American Highway Congress recently sponsored an expedition which took three months to travel 271 miles from Chêpo, Panama, to the Colombian border.

The caravan composed of Jeeps and Land Rovers crossed 26 rivers, 180 creeks and ravines, and was forced to build 125 palm-log bridges. Block and tackle rigs were needed occasionally to haul the vehicles over steep ridges.

Supporters of the Pan American highway are confident the highway will be smoothed, straightened, and bridged to become a prime force in the improvement of living standards for the people of Central America.

One day they, with their South American cousins, will be able to speed their bananas and other produce to market via swift trucks, where now they use canoes and river freighters to take the produce to ocean-going ships.

When that day comes, freight language below the equator will change: *manana* (tomorrow) will be replaced with *hoy* (today). Language for the driver will remain the same (Teamster).



Cart at top of page, one-horsepower all the way, had its wheels salvaged from somebody's ancient-age Model A.

Archway in photo above spans part of Pan American Highway in Monterrey, Mexico. Road was first planned in 1516.

Many forms of transport "South of the Border" are still primitive. Below is a "delivery boy" on the job in Mexico.



Landrum-Griffin Strikes Comparison in Honesty

ORGANIZED LABOR is 99 and 99/100 per cent pure.

In two years of scrutiny for embezzlement violations under the Landrum-Griffin Act—a law providing a license to hunt union leaders exclusively—government prosecutors have managed to convict only 18 paid officials of unions.

Meanwhile, in the past year alone some 152 bank presidents were caught stealing from their own bank vaults, according to FBI figures.

The Bureau of Labor-Management Reports, which executes the bulk of L-G language, reported that as of December 31, 1961, a total of 30 full-time or part-time paid union officers were brought to trial on criminal indictments for embezzlement. Eighteen were convicted. Most were probated or given suspended sentences.

In all, the union officers represented locals from 15 different international unions. Two were Teamster locals. Fourteen of the men convicted were from unions other than the Teamsters.

The figure of 99 and 99/100 per cent purity is a conservative tally.

Statisticians in the U.S. Labor Department often use the figure of an estimated 80,000 administrative units in the overall picture of union organization. However, there is no actual count. The estimate includes the entire spectrum of union organization, ranging from the local unit through the joint councils, central bodies, trades councils, right on up to the international groups.

Assuming that each of the 80,000 units has at the minimum three paid officers, that multiplies into a total of 240,000 union officials receiving monies for their services. Divide the bigger figure into the smaller one and it comes out that .999925 per cent of the union executives—most of them authorized to collect and dispense union monies—are pure.

This conclusion proves what was obvious to organized labor when L-G became effective in December, 1959: The legislation was discriminatory harassment more than anything else.

Some L-G supporters claimed before its enactment that the law would purify organized labor. Other supporters plainly hoped it would cripple labor. The purists now find themselves standing ankle deep in a trickle they thought was a river. The cripplers

are still pleased with their victory over labor.

Unions are paying the expense involved in observing the law.

The Bureau of Labor-Management Reports states that in the past two years the 80,000 union units have filed two financial reports and one original statement of organization as required under L-G. That's 240,000 documents.

Through December 22, 1961, the bureau's records show 8,700 cases of violations uncovered by clerks—most of the miscues being nothing more than erroneous completion of reporting forms that originally were highly complicated. Of the total, 6,400 cases were marked "closed" almost immediately as the bureau requested and received corrected filings.

Another 2,250 pending violations are still being investigated. Actual court actions have numbered 50—30 of them involving embezzlement and 20 of them concerning election irregularities. The embezzlement cases have been prosecuted under Title V of L-G, while the election cases come under provisions in Title IV.

What it adds up to is an expenditure of thousands of dollars by unions. In bonding alone, a special surcharge was required for union officials han-

dling money. But after the first year's performance, bonding companies were able to reduce charges 50 per cent. Further reductions can be expected as incidence of union dishonesty continues at a low key.

To single out bank presidents convicted of embezzlement is unfair. Actually, FBI records for the 12 months ending June 30, 1960, showed there were 1,771 individual cases of fraud within banks. Most of the thieves were underpaid tellers or cashiers. Only 15 per cent of the total were presidents or vice presidents.

There has been no outcry in Congress for new, tough legislation to curb dishonesty in banking institutions. Nor has the entire banking community been described as corrupt because so many bankers were nabbed neck-deep in their own little river.

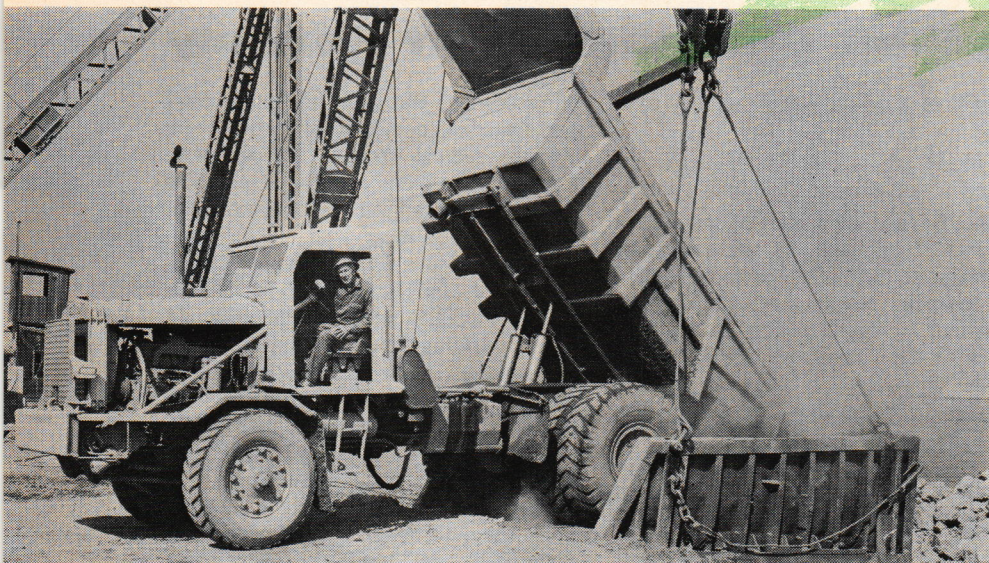
He concluded: "What is the moral? We must have a single standard of morality which applies to all positions of trust."

What does the Landrum-Griffin Act record show? Few cases of union embezzlement. Few cases of fraudulent election. Few cases of democratic oppression in union affairs.

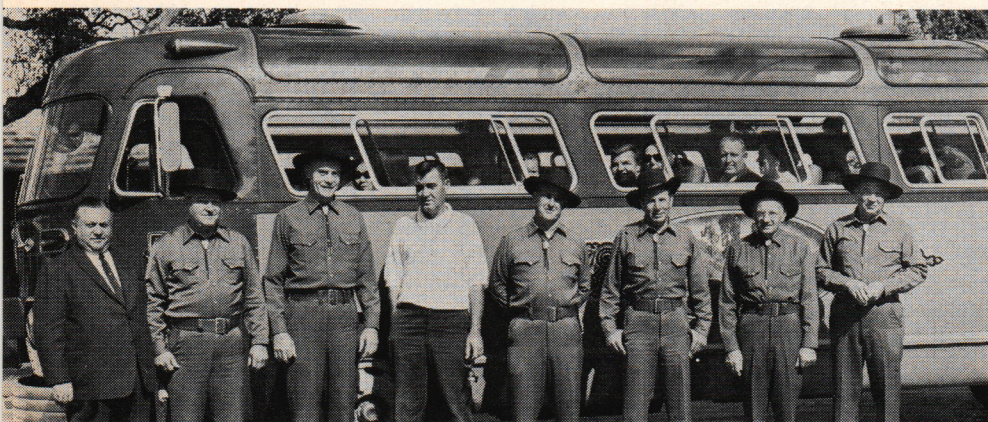
Will the purists and the cripplers encourage any redress? Probably not. Once again labor has a job to do—all by itself.



Island Teamsters Are Versatile



Dumping a load of rock quarried on Catalina is Ed "Pop" Crawford, steward for Long Beach Teamster Local 692. Rock from two quarries on the Island is barged across the channel and used for breakwaters and piers on the California coast.



Regular drivers employed on a year-round basis pose with Teamster Local 572 secretary-treasurer Dick Seltzer (left) and George White, comptroller for the operating company (fourth from left). They are (left to right) Seltzer; George Blassey, union steward; Ray Beach; White; Howard Ehinger; John Williams; Homer Anthony; and John Ford.

Santa Catalina Island, 22 miles off the Southern California Coast in the blue waters of the Pacific Ocean, is a wonderland of tourist magic.

And, as behind every act of magic there is a magician, behind the fabulous tour of Santa Catalina there is a Teamster striving to make each Mainlander's visit a success.

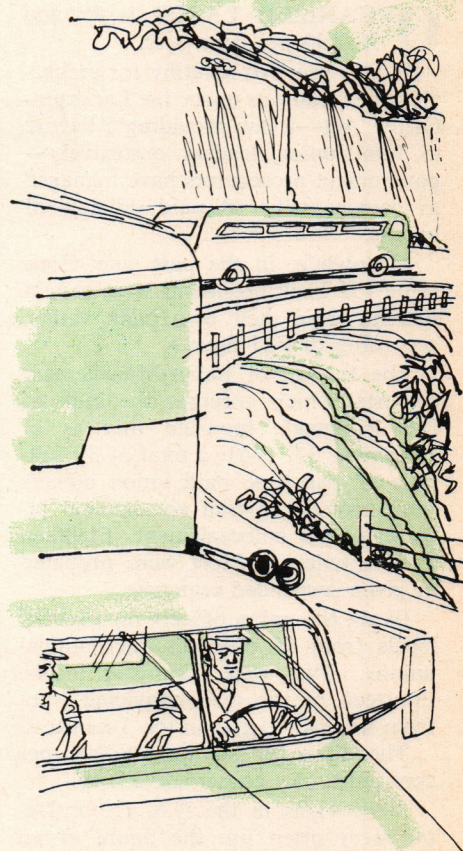
There aren't many Teamsters on this island paradise, but they are as versatile as any on the mainland. They are members of Long Beach Teamster Local 572, and are employed year-around to perform some unusual duties in addition to their summer assignments of conducting guided tours.

To the tourist who crosses the channel by steamer, plane, or private boat,

the Teamsters who drive them on the island tours, while narrating its history, point out the landmarks and wildlife, appear to be well drilled, unusually dressed summer employees. Nothing could be further from the truth.

First of all, these Teamsters are all very capable bus drivers with perfect safe driving records. That in itself is no easy task. For the faint hearted, the view from Avalon Bay up the road to 1400 feet at the top, with treacherous switchbacks and steep grades, and the prospect of maneuvering a large bus over the course must strike terror.

For the Catalina Teamster, it is a routine trip, made routine by a superb



equipment maintenance program and driving skill which is traditional with a Teamster.

In addition to having driving skill, the Teamster must have a witty and interesting spiel as he narrates the tour.

That's the glamorous side of the picture, but there is the work-a-day side, too, which includes maintaining the 100-odd miles of road on the island which have been built by the Operating Company. Here, these Teamsters drive everything from heavy dumps to cranes and semi's.

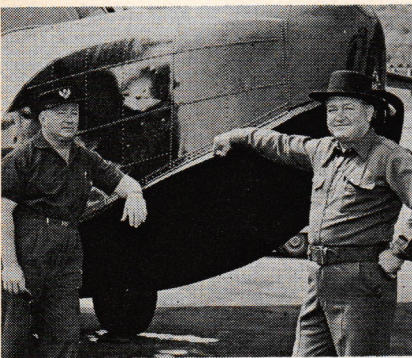
Two of the Teamster staff have the regular duty of unloading the fishback semi's which bring supplies from the Mainland twice a week. Up to 12 semi's are loaded on a barge and towed across the channel.

The tug operator has to lie offshore until mid-tide before he can run into a specially constructed ramp where tractors hook up and pull the boxes off. It's a ticklish contest with the

Local 771 Trains Members For Emergencies in Traffic



Opening the gate which bars all but authorized vehicles from the Island's interior is George Blassey. Winding, steep mountain roads have mirrors at turns so drivers can see oncoming traffic. Catalina Teamsters' safe driving record has earned insurance discounts for the operating company.



Teamster steward George Blassey (right) and Catalina Airlines president and pilot Bob Hanley talk over Mainland conditions while leaning on one of five Gruman Goose amphibians which daily make several trips between the Island and the Mainland.

tide, but Catalina Teamsters are the champs.

To these Teamsters, the Mainland represents a busy, helter-skelter life of heavy traffic and people in a hurry. Most of them would have to be dragged back into Mainland life. But, occasionally they make the trip and can fly in 20 minutes on one of the Gruman Goose amphibians, take the Avalon Steamer during season, or run it in small pleasure boats.

Otherwise, they are content to be "Islanders" involved in community life and family living. They serve as volunteers on the fire department and on civic committees, and enjoy life in the town which has a fine school and hospital.

If you visit the island paradise of Santa Catalina, don't forget to tell your guide you are a Teamster, too. It will be your ticket for an unusual island welcome and extra consideration.

TEAMSTER Local 771, Lancaster, Pennsylvania, has gone in for first aid and rescue preparedness in a big way with 26 of its members and officers recently having completed a course in first aid and emergency training.

It is expected that more members will be enrolled in future courses.

The Teamsters were taught proper methods of controlling loss of blood; how to restore breathing; how to do heart massage; how to apply splints, and proper methods of bandaging.

Also, the lesson included instruction on symptoms and what might be wrong with the victim of an accident.

Instructor for the course was Dr. Harry Berberian, who pointed out to his students that many times aid administered the first 10 or 15 minutes following an accident is the determin-

ing factor of life or death for the injured person.

Describing the aim of the emphasis of first aid and rescue preparedness, Daniel W. Weaver, local union president, stated:

"Promoting highway safety and a better understanding between the Teamster driver and the general motorist on the highway is to be desired. The largest part of the drivers' time is spent on the highways of our nation.

"With the increasing amount of traffic, there are greater possibilities of coming in contact with accidents on the road. Our aim is to help in these situations, and therefore, our course of instruction was begun."

Upon completion of the course, certificates of completion and a shoulder-patch were presented to Local 771 members at a luncheon at the Local's headquarters in Lancaster, Pa.

Prepared to help in an emergency is this group of Teamster Local 771 members, Lancaster, Pa., shown in front of their headquarters with first aid equipment after having completed an extensive course. Instruction was given by Dr. Harry S. Berberian, standing extreme left. On his left is Daniel W. Weaver, local union president. Kneeling fourth from left is Luther Weaver, chairman of the first aid committee.



ICC Recommends Sharp Limits On 'Exempt' Carriage Operations

Congress has received recommendations from the Interstate Commerce Commission for acting to curtail growth of "Private and exempt carriage and the spread of illegal for-hire operations."

The proposal to limit exemptions under the Interstate Commerce Act topped a list of suggestions given Congress by the ICC.

ICC told Congress such exemptions and the spread of unlawful for-hire operations had "contributed in no small way to the decline of the nation's regulated common carrier system."

Gray Areas

The ICC recommendation is certain to get sympathetic attention from Sen. Warren Magnuson, chairman of the Senate Interstate and Foreign Commerce Committee, who cited the evils of the "gray area" of exemptions in an interview last fall with Teamster Legislative Counsel Sidney Zagri.

Going into detail in its recommendation, the ICC said:

"While the 1958 amendment to this section arrested further judicial expansion of a growing list of exempt commodities, these exemptions continue to serve as a vehicle by which large volumes of traffic are being diverted from authorized carriers, including the railroads, to private and exempt haulers.

Difficult Competition

"Thus, not only are the authorized carriers losing substantial amounts of exempt commodity traffic, but even more serious is the loss of such high grade traffic as manufactured goods to the many private carriers who must depend upon their revenue backhauls to defray the cost of their operations. Without such backhauls, available largely because of the exemptions and often at amounts barely sufficient to cover the costs of the return trip, private carriage would not, in many instances, be financially feasible. Authorized carriers, of course, find it difficult, if not impossible to compete with such marginal operations.

"In addition to fostering the growth of exempt and private carriage, the exemptions continue to be a breeding ground for schemes and devices to engage in unlawful for-hire transportation under the cloak of legitimate private carriage. Faced with cutthroat

competition and the prospect of empty backhauls, the exempt commodity carrier, and frequently the private carrier, will, in order to squeeze out a small profit or to cover return-trip expenses, resort to such subterfuges as 'buy-and-sell' or 'equipment-lease-driver service' arrangements in an attempt to circumvent regulation."

After providing examples of various types of such arrangements, the Commission stated that "such practices, spawned or nurtured by these exemptions, promote discrimination between shippers, threaten existing rate structures, and serve to thwart the express purpose of the Congress to maintain a sound transportation system. . . ."

Mundt Twists Fact To Blast Unions

Anti-union campaigners are whipping up the public frenzy again.

Sen. Karl E. Mundt (R-S.D.), for example, made an appearance in Peoria, Ill., recently to address 400 members of the Central Illinois Industrial Assn. The union-baiting Mundt told his listeners:

"Reforms which are still needed in the labor movement are regulations to prevent unions from compulsory collection of campaign monies and establishment of the secret ballot for election of union officers and strike votes."

His statement was an expression of either political immorality or intellectual dishonesty—or both.

The Taft-Hartley law, enacted when Mundt was a member of Congress in 1947, prevents "compulsory collection of campaign monies" in federal elections.

The Landrum-Griffin Act, passed when Mundt was a member of the Senate in 1959, requires a secret ballot for election of local union officers and for selection of delegates where international union officers are elected.

Local 359 Wins Two Union Votes

Teamster Local 359 in Minneapolis has successfully completed two organizing campaigns, with victories in representation elections conducted by the National Labor Relations Board.

Employees of the Zalk Steel & Supply Company cast an overwhelm-

ing majority for Local 359 as its bargaining agent as did employees at Zalk Forge and Manufacturing Company.

Employees were signed up by organizers of the Central Conference of Teamsters.

Negotiations were scheduled to commence immediately on contracts for wages, hours, and working conditions following official certification by the NLRB.

Local 200 Free Of Picket Charge

The National Labor Relations Board last month ruled that charges of illegal picketing against Teamster Local 200, Milwaukee, were unfounded. The decision was split 3-2. The NLRB majority held that although picketing continued after the union had lost a representation election, it was a legal protest against alleged unfair practices by the employer, the Bachman Furniture Company.

The dissent said that, since the charges of unfair labor practices had been disposed of by the time picketing began, it could only be an illegal demand for recognition.

Teamster Insignia On Bronze Bookends

General President James R. Hoffa recently received an unusual desk gift—a handsome set of cast bronze bookends crested with the IBT twin-horse and wheel insignia.

The bookends, nearly 7 inches high and weighing eight pounds, were presented to Hoffa by Nicholas P. Morrissey, general organizer headquartered in Boston.

Morrissey said the bookends were made by a retired union organizer, Walter W. Cennerazzo, who bought McGann Bronze, Inc., a small foundry, located at 27 Village St., in Summerville, Mass.

Cennerazzo, who gained union fame for organizing the Independent Watchmakers Union many years ago, created the set of bookends and presented two pair to Morrissey.

McGann Bronze says the handsome desk pieces can be produced in volume at a cost of \$22 a pair plus shipping charges.

Amigo Bowl

Teamster Assist Helps Kids Succeed

Sandwiched in between the highly publicized Rose, Orange, Sugar, Cotton and other bowl games was one which few people other than those in the local area knew about, and perhaps it would not have been at all if it hadn't been for people like Salty Dykes, of Line Drivers Local 224.

Amigo has always meant 'friend' even to Gringos North of the border, but Amigo has taken on a special meaning of friendship for 38 young fellows from Manville, New Jersey, who were flown into Arcadia, California, to provide the opposition in this year's Amigo Bowl.

They were the guests of the Boys' Christian League in Arcadia, an organization celebrating its 31st anniversary and dedicated to boys.

The League was the dream come true of Orrick Hampton, himself orphaned at 10, who vowed long ago that he would always be Amigo to boys. As a result of his dreaming, planning, and hard work there is a playground in Arcadia which would exceed the fondest expectations of any boy or girl's fondest dream.

It is completely equipped with lighted football field and baseball diamonds, gymnastic gear, horseshoe and ping pong layouts, clubhouse, snack bar, offices, printing, woodworking, and electrical shops, athletic stores, and much more.

Last October, the Boys' Christian League, celebrated its 30th anniversary, and the outlook was bright for the kids. With the help of the kids'

parents, people like Mrs. Dykes, wife of the Local 224 president, the kids pitched in and built the facilities, mowed the grass, did carpentry, painting, plumbing, and the idea caught on.

The League is now so large it has its own intramural teams in baseball, basketball. They also play Pop Warner midget football. And therein lies the tale of the Amigo Bowl.

They like to play with similar teams from across the country. Last year they played a Texas team. This year they invited the Manville, N. J. Colts to the Amigo Bowl.

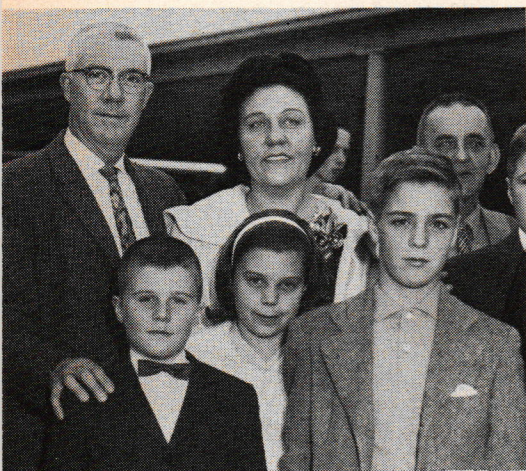
It took time, effort and money to get the two far-away teams together. But there were men like Salty Dykes and Teamster Joint Council 42, and with other help, arrangements were made.

Feeding and housing were no problem. Christian League parents "adopted" the New Jersey boys during their stay in Arcadia, and even provided lodging and food for Manville Mayor Louis Welaj who came along to see 'Amigoism' in action.

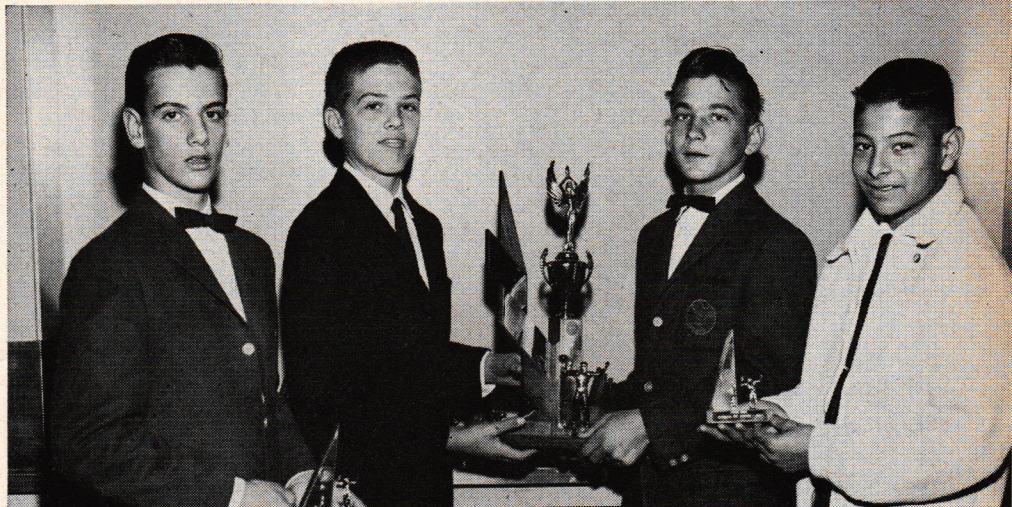
Who won the game? It's not important. The important adjunct of this tale is that parents and grownups still have time to see that the youngsters have a decent and healthy environment in which to play. The Boys' Christian League is a model, and certain is the fact that 'Amigo' doesn't mean 'delinquent' in any language.



A junior-size football extravaganza, the Amigo Bowl, in Arcadia, California, was made possible by an assist from Teamsters, and other community organizations.



Salty Dykes, back row left, with his wife and son Mike and daughter Margo play host to Joseph Payne, right, front row, during the New Jersey boy's stay in Arcadia. Dykes, is with Local 224 in Los Angeles.



Amigo Bowl participants examine the trophies which were awarded following the game. It wasn't the competition which necessarily impressed observers, but rather the cooperation of organizations like the Teamsters in bringing boys' groups from separated areas of the country together for fellowship.



Four Members Win Courtesy Awards

Four members of Teamsters Local 962 in Medford, Ore., recently won awards for highway courtesy to stranded motorists.

Honored were Charles B. Cook, Johnny Clark, Joe Chisum, and Cecil Thornton. The Oregon Trucking Assn. made the awards.

Heart Attack Kills Glen H. Rabanus

Glen H. Rabanus, president of Teamsters Local 543 in Lafayette, Ind., died of a heart attack last Christmas Day.

A Teamster business agent and officer for the past 25 years, Rabanus was a charter member of the union in the Frankfort area which later merged with the Lafayette local.

Concrete Truck Pours Record

San Diego, Calif., Teamsters helped make construction history recently when the largest transit-mixed concrete truck ever used on the Pacific Coast helped pour a record 1,000 yards of concrete in 10 hours on a freeway job.

The 12-yard mixer carried a payload of 16 tons—twice as much as

conventional trucks. A diesel-powered tractor tows the semitrailer on which the mixer is mounted, and the mixer has its own six-cylinder gasoline engines. The entire rig has 18 heavy-duty 12-ply, steel-corded, tubeless tires.

Teamsters Score At Scab Fortress

A three-week organizing drive by Teamster Local 866 at Trubeck Labs, Inc., on Route 17, in New Jersey, has resulted in victory at the plant which has fought off unionization of its 250 workers for 30 years.

The election, conducted by the National Labor Relations Board, ended with an overwhelming majority of the workers casting their ballots for Teamster representation.

Comments among the workers following the vote were that they voted Teamster because of its strength throughout the country and the high level of benefits and wages across the land.

Andy Contaldi, business representative of Local 866, and his staff have entered negotiations with the company, and expectations are that a contract will result soon.

Contaldi stated that employment at the plant may rise to as high as 500 because of an expansion program which is being planned by the company.

Teamster Delivers College Address

There seems to be a trend in which officials of the Teamsters Union find themselves in the unique position of helping to educate college students.

A recent occasion involved Lawrence N. Steinberg, personal representative of James Hoffa and president of IBT Local 20 in Toledo, Ohio. He addressed the assembled Sociological Clubs of Notre Dame College for Women in Cleveland. The topic, "Teamsters Expulsion from the AFL-CIO," was chosen by the students.

Steinberg talked for 45 minutes and then answered any questions lobbed to the speaker's platform by the young women. Later he complimented them by saying: "This group of college students is the most alert I have ever met. They keep up with current events and their questions let me give them solid truths about the Teamsters."

The Local 20 president said that as he spoke he had the feeling many of the listeners were learning the truth about the Teamsters for the first time. During the questioning session, he said, he was certain of this.

Steinberg said, "One thing was obvious and that was that the anti-Teamster propaganda machines had made their desired inroads into the minds of our students today."

He cited a front-page story in the Scripps-Howard chain's Cleveland Press the day he spoke. "It was written by Dickson Preston, an expert who did his best to convert a good thing about the Teamsters into a bad thing."

Here's Child's View of Daily Newspaper

Here's the definition of a daily newspaper as made up by a six-year-old girl and printed in the Fillmore (Calif.) Herald:

"Newspapers. We need them so we can know who reks and who drownds and who shoots somebody. And who wants a house or who dies or gets a baby. It tells if your dog is lost. They are good on shelves and to make bond fires. They also do good under baby's plate and to keep dogs offa things. You can wrap potato peelings in em. You can put one on when you defrost. They tell about shows and how much things are."

As good a definition as any.



FOR YOUR INFORMATION

. ONE REASON contract negotiations take hours is suggested in the findings of a pair of Michigan University psychologists. They discovered most bosses and their employes do not agree on job descriptions. The psychologists concluded only 46 per cent of managers and workers agreed on descriptions of "job duties;" only 33 per cent agreed on "future changes" in jobs; some 23 per cent had mutual ideas on "job requirements," and "job obstacles" had the same meaning for only 8 per cent.

. AMBER COLORED front turn-light signals will be installed on all 1963 model cars produced in the U.S. The Automobile Manufacturers Association, in announcing the change, said lamp engineers found that amber signals can be seen more readily than white against glaring reflections. Also, amber lights give a greater contrast against headlamps at night.

. THE OLD MAXIM, "Honesty is the best policy," apparently is too strong a statement for the American business world. The Business Ethics Advisory Council recently presented its report to President Kennedy. That's the group that was formed to inspect itself following the electrical manufacturing price-fixing scandal last year. William C. Decker, chairman of the council, noted the council declined to formulate a sweeping ethical code to apply to all business. He said that kind of document would be too general to be meaningful.

. FOR THE FIRST TIME in U.S. history, the average weekly earnings of factory workers in durable-goods industries reached \$100 a week in the year of 1961. The U.S. Labor Department says the C-note mark was exceeded by some 7 million workers in such industries which include automobile, steel, and furniture.

. HEARD ABOUT the tax relief bill for divestiture of General Motors stock by the du Pont Co.? Sen. Albert Gore (D-Tenn.), in opposing the bill, wrote: "The Congress is thus in the peculiar and potentially embarrassing position of enacting a 'relief' bill when the situation sought to be relieved has not materialized and its conditions are not known. This will be another first for the Congress—the passage of a relief bill before the alleged 'hardship' has materialized."

. GOV. NELSON A. ROCKEFELLER has called upon the 1962 N.Y. legislature to rally behind an election-year program that will include higher spending for schools, the ill and the aged, and has urged in his annual message that the state minimum wage law hike the state minimum from \$1 per hour to \$1.25. Rockefeller also urged that the maximum workman's compensation payment be increased from \$50 to \$55 weekly. In his pitch for these working man's benefits, the N.Y. governor called on the lawmakers to forget such labels as "liberal and conservative" and ask only "does it serve the general welfare." \$1.25 per hour is something workers under the federal law won't realize for nearly four years.

. BEFORE THE SECOND SESSION of the 87th Congress convened, President Kennedy began a strategic retreat from the boundaries of the New Frontier by letting it be known that he will not put forward new major civil rights legislation, that he will not affix his signature to a proposed executive order prohibiting prejudice in federal aided housing. Equally disturbing is the fact that Kennedy has indicated that the bold aid to education program which he described during his campaign as a landmark of the New Frontier will be trimmed and altered to avoid conflict. It begins to seem that Kennedy, in his preoccupation with waging the Cold War, is more and more content to let the system at home deteriorate while trying to sell the system abroad as the salvation in the fight against International Communism.

. ORGANIZED LABOR will be watching with skeptical eyes the investigation of management's performance in the nation's \$3 billion missile-base program by the U.S. Senate's most ambitious private eye, Senator John McClellan of Arkansas. When hot on the trail of labor unions last year, some wild and unsupported charges of high-overtime and unnecessary strikes were fed to the daily press by McClellan. It will be interesting to see how hard McClellan leans on the soft pedal if and when he finds that management is dragging its feet or is trying to make the profit report look good by more than average takes for building the missile complex for the national defense.

. INTERCITY TRUCK tonnage in the week ended December 30th was 6.3 per cent ahead of volume in the like 1960 week, the American Trucking Association has reported. The total was down 17.9 per cent from the previous week, but the drop was described as "seasonal" because of the Christmas holiday. For the full year, trucking association officials estimated that trucks carried about 291 billion ton miles of intercity freight, about the same as in 1960. A ton mile is one ton carried one mile.

. A U.S. CIRCUIT COURT of Appeals in Philadelphia has reversed a lower court's \$50,000 punitive fine against a shoe manufacturer accused of leaving Philadelphia to avoid hiring union labor, but upheld actual damages of \$28,011 assessed against the concern. The court said the United Shoe Workers of America were entitled to compensation for actual damages suffered when Brooks Shoe Manufacturing Co. moved to Hanover, Pa., in violation of a labor contract in 1957.

WHAT'S NEW?

Element De-Ices Blades Of Windshield Wiper

Now being marketed is an electric heating element that fits any straight or flex blade windshield wiper and effectively de-ices the glass. Not only does this clear away ice and snow but it also prevents ice build-up on the wiper. This unit consists of a heater, wire, grommet and illuminated switch for either 6- or 12-volt systems.

No Moving Parts on Spark Arrestor

Adaptable to both mobile and stationary internal combustion systems is a new vane-type exhaust spark arrestor from Cleveland. Formed of stainless steel, it employs a centrifugal action principle without use of moving parts. A rotary motion drives heavy particles of hot carbon to the outside of the stream and into the spark trap as the

exhaust stream flows through the unit. This arrestor can be installed on any ordinary muffler without loss of operating efficiency.

Starting Fluid Injector Gauges Automatically

A LaCrosse, Wisc., firm is marketing an engine starting fluid injector which squirts a starting fluid spray into the air intake of the engine manifold. Controlled from the dash, the injector accurately gauges the correct amount of fluid for starting the engine in cold or humid weather. Utilizing any standard aerosol can of starting fluid, the injector features a thermostatic cutoff that shuts it off automatically when the engine reaches the proper operating temperature.

Fleet-Designed Line Of Economy Batteries

Increased savings on a cost-per-mile basis are claimed for a new fleet-designed battery line that offers superior performance over a longer life span than usual heavy-duty batteries. Outstanding features include new long-life positive plate material with glass

retainer mats bonded to microporous rubber separators; special grids that resist overcharging damage; double-sealed terminals; unitized case and cover assembly; protective plate and separator baffles, and splash-proof high-impact vent caps.

Neat, Safe, Handy Storage for Hose

From Ohio comes a system of self-storing hose for air and water that is helically coiled, extends like a telephone cord and retracts automatically into springlike storing position. The hose is available in diameters of 3/16, 1/4, 5/16, and 3/8 inches, with extended lengths up to 100 feet.

Easy Removal of Transmission Seals

Also available is a universal tool for easy removal of most transmission seals. This transmission seal puller's action is provided by a reversible-slide hammer mounted on a shaft. A drill screw secured to the shaft is tapped into the seal and secured by turning the handle. Reverse tapping of hammer eases out the seal.

Improper Seats Affect Driver's Health

In a paper presented to the annual meeting of the American Society of Agricultural Engineers at Iowa State University, the results of a German study of the effects of vibration on truck and tractor drivers was outlined.

The vibratory forces which affect the driver are of great importance to driver fatigue. They affect the inner organs of the chest and abdomen and add to the load sustained by the vertebrae in compression and tension.

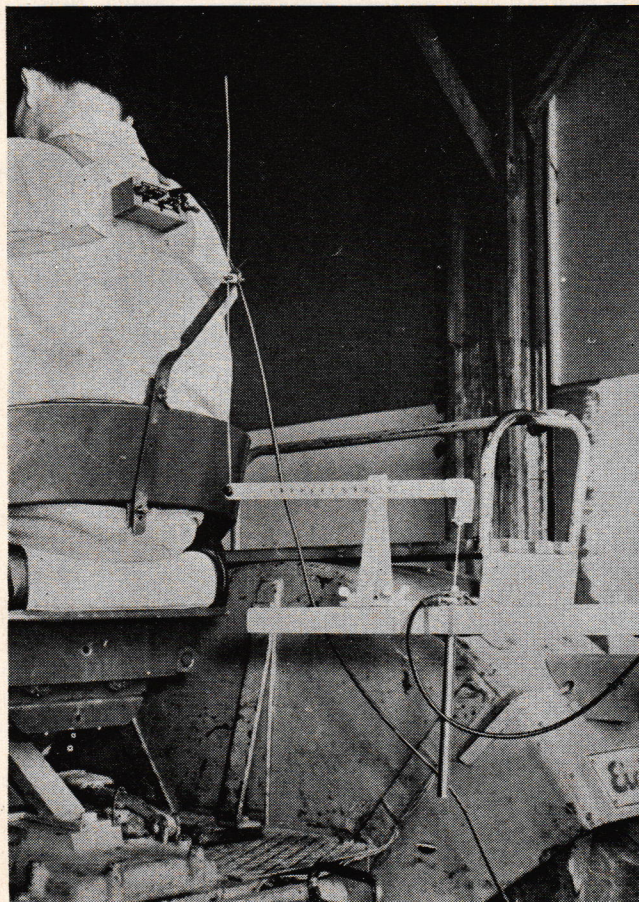
Heavy equipment seats generally are designed for people of medium weights which means that heavy drivers as well as the light ones are at a disadvantage.

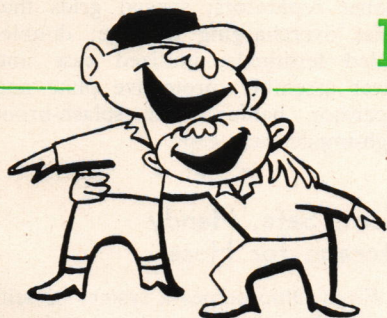
The health of the light driver, who in most cases will be a young man, is particularly endangered since his body is still under development.

The seats with weight adjustability proved to be best. All seats without adjustability have two to four times greater vibration acceleration when compared with the best seat.

Two of the seats tested in the German experiment were from a well-known American manufacturer. Both received a top rating since they ride on a special torsional suspension system. The pre-load mechanism of the torsional springs adjust to accommodate drivers from 100 to 250 pounds.

The photo right shows the accelerometer fastened to one of the tested seats. The forces between the driver and his seat were recorded in three directions at one time.





LAUGH LOAD

Real Nothing

The other day I received an advertisement which offered a sample product. "Just fill in the coupon," the ad said, "and we'll do the rest. Don't worry. No salesman will call on you."

Two days later a representative from the very same company called on me. I was sore. "Whatsamatter with you guys?" I demanded. "You specifically said in your ad that you'd send no salesman."

"Mr. Colonna," muttered the poor guy who called on me, "I'm as close to 'no salesman' as this company has."

Fired

"I want you to take the rest of the afternoon off for the game—all day tomorrow, go fishing or just lie around the house. Also, the day after, play some golf, tennis or go bowling—get what I'm driving at, Simmons?"

How It's Done

A tourist was being shown around a zoo in Russia by a guide. They came to a cage in which were a tiger and a lamb. "That's an amazing example of co-existence," said the tourist with a laugh. "How on earth is it managed?"

"We put in a new lamb every day."

She Could Tell

"You haven't been a salesman long," remarked a customer during a lull in rush at one big store.

"How can you tell that, madam?" asked the puzzled salesman.

"You still blush when you mention the prices."

Wise Guy

Question: Why won't this match you gave me light?

Answer: I don't know. It lit for me!

Occupational Disease

"My grandfather died of throat trouble."

"Yeah?"

"Yep—caused by five feet of rope thrown over a limb."

Too Bad

The women's club was meeting, and, as usual, the girls were discussing their husbands. My wife summed things up pretty well. "My husband would never chase around with another woman. He's too fine . . . too decent . . . too old!"

So . . . ?

"You said," exclaimed the irate caller, "that I had resigned from the town council and intended retiring from business into private life."

"But," protested the editor, "all that is quite true—"

"Quite. But you printed the information under 'Public Improvements.'"

They Might Do

"See that big fellow over there?" said Jones to his friend at the bar. "He was a famous shark fisherman. His specialty was sticking his right arm right into the shark's mouth to remove the hook. The old-timers used to call him 'Fearless!'"

"Used to? Why, what do they call him now?"

"Lefty!"

Head of the Class

The teacher of the first grade had just read to her pupils some nursery rhymes. To find out whether they had been paying attention, she began asking them question concerning the rhymes.

"Why did the cow jump over the moon?" she inquired.

Little Johnny at the end of the room spoke up: "Probably because the milk maid had cold fingers."

That's Why

"It says here that he was shot by his wife at very close range."

"Then there must have been powder marks."

"Yes, that's why she shot him."

Puzzled

A mother and her small daughter were attending a symphony concert. During a brilliant movement, the child, who was watching the conductor intently, whispered, "Mama, what makes the man so mad? They're playing as fast as they can, aren't they?"

Be Content

She says he's not a man, but only a mouse, but she took an awful lot of trouble catching him.

Some Comfort

"Now don't worry, Harry," the boss said to him in the hospital, "everybody in the shop is going to pitch in and do your work—as soon as we find out what you've been doing."

Nice Idea

"No, I'm afraid you can't interest me in a vacuum cleaner. Try the lady next door—I always use hers and it's absolutely terrible."

Why Should I?

"Do you say your prayers before eating?" the minister asked the little boy. "No sir, I don't need to," replied the child. "My mother's a good cook."

Scales of Justice


A passenger who lost his thumb in a railway accident sued the company for a half-million dollars, claiming that his means of earning a livelihood had been impaired.

The judge was impressed. "How," he asked, "do you earn your living?"

"I'm a butcher," replied the complainant.

FIFTY YEARS AGO

in Our Magazine



(From the February, 1912, issue of *The Teamster*)

When Will They Learn?

January being the traditional month for State of the Union messages, our general president reported on the message President Taft delivered to Congress the preceding month. Then as now, coincidentally, the tenor of the labor phase of his message was to devise some method to better conditions between employers and employees.

Although President Taft's tone was sympathetic and conciliatory when speaking of the laboring man's problems, that of his predecessor in office, former President Roosevelt, was not at times.

At the time President Taft delivered his State of the Union message, a strike of garbage workers was in progress in New York City. Taft hoped to settle the strike amicably, but Roosevelt had likened the strikers to deserters in time of war. In addition to Roosevelt's remarks, the mayor of New York City had hired strikebreakers to take the place of the striking workers. President Tobin viewed Roosevelt's remarks as inflammatory and the action of the mayor as doing more "towards organizing socialism than 1,000 Socialist orators could do in New York within the next five years."

In his lead editorial in the February, 1912 issue of our official Journal, he asked the question that students of social science and human relations have been asking from the earliest days of trade unionism: When will employers realize that their employees are human beings like themselves and deserve to be treated as same?

President Tobin said it this way when viewing employer-employee relations in the garbage strike:

"When any man who is a citizen of New York City is refused any consideration, who is out of employment and through the bluff form of civil service in practice there, cannot obtain employment, he becomes almost insane and is capable of doing almost anything and commit any crime.

"Will not the educated office holder, the corporation or large employer, see those things before it is too late? Do they image this condition can continue indefinitely? Have they not sense enough to realize that men are human and that the same power of resistance exists in

the human mind today as existed centuries ago, or will they keep driving, driving and continually driving the working people to the wall until a general resentment takes place?" Tobin asked in his editorial comments.

U. S. and British Unions

Compulsory health insurance did not become a reality in England until after World War II but a move towards this end was begun as early as 50 years ago according to an item in our Journal.

At the time the Lloyd-George insurance bill was then before the Parliament for its consideration. Financing for the health plan would come from worker, employer, and government contributions.

Through the years, the aim of the labor movement in England has differed substantially from labor in the U.S. in that trade unions over there have concentrated on social legislation rather than on wages and hours. Thus they obtained such things as workman's compensation laws long before we did.

March of Time

Like the passing of the nickel beer and five cent cigar, the holding of gay and festive annual balls by local unions 50 years or so ago is now a thing of the past. The members of local union's then were a close knit group like the family and everyone participated in these various social activities—husbands, wives, children. But the passage of time has

brought many diversions like television, fast cars, and drive-in theaters and restaurants that have unfortunately, competed too effectively with the workers attention.

Here is an account of a social event sponsored by a local union—the ball. You can tell that everyone had eagerly awaited this affair and that much planning and effort had been expended to insure its success. The account follows:

"The Street Hackmen's Union, Local 28 (Indianapolis) gave their ninth annual ball Monday evening, January 29, 1912. The hall was tastefully decorated for the occasion and the members didn't care whether the theater-goers and other pleasure seekers got home that night or not, as the members and their wives and sweethearts were there to enjoy the annual ball.

"Of course, the grand march was the piece de resistance of the evening. It was led by President Harry M. Brown and Miss Rose Harris, who was tastefully attired in a crepe de chene gown (Miss Harris was, that is). The ladies carried beautiful bouquets of American Beauty roses and were followed by two hundred and fifty couples. Every lady was presented with a beautiful souvenir program.

"The music was rendered by Professor Charles McConnell's orchestra in the ballroom. He also had an orchestra in the wine room, where those who did not dance enjoyed a high-class vaudeville program." The account of the ball concluded with a listing of the names of the hard-working seven-man committee.

Maybe it's just as well locals don't go in for these annual balls these days. Just think—250 couples doing the twist and the rock-and-roll. That would just about reduce the most well-founded local union hall to a shambles!

Wages in N. Y. C.

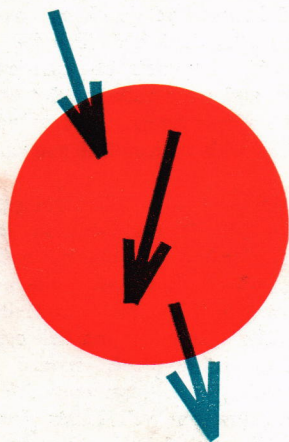
A note from New York states that milk wagon drivers there are now receiving \$18.50 a week—up from \$14.00 of a few years ago. While today organized workers in New York City generally receive some of the highest wages of any city in the country, they were considerably under the scales paid workers in other major U.S. cities 50 years ago.



KNOW YOUR UNION AND ITS CONSTITUTION

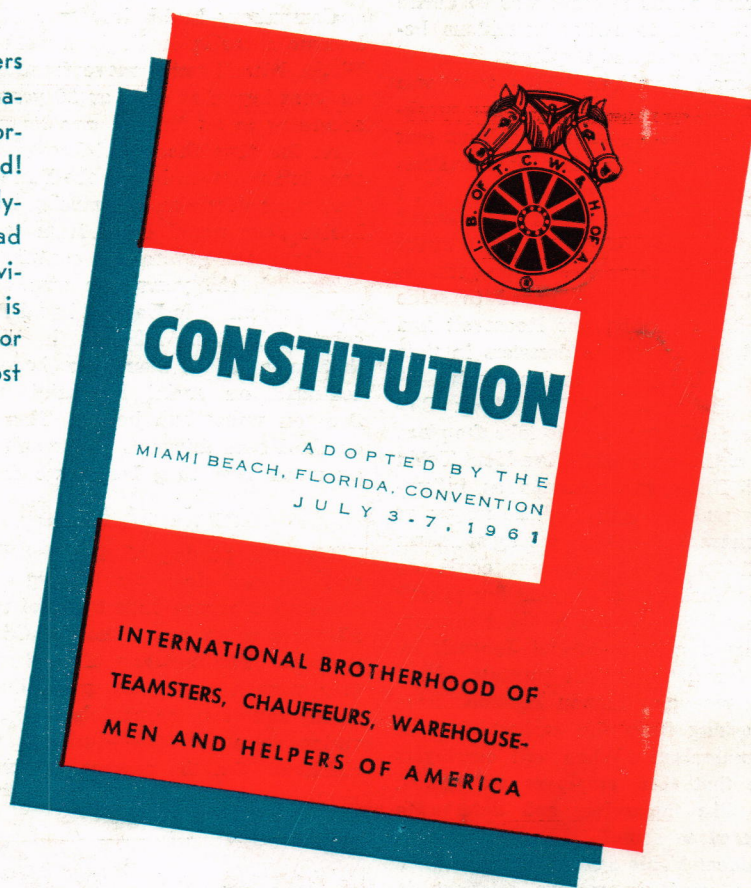
YOUR rights are the bedrock of the Teamsters Union! Your guarantee of democratic participation in your union's affairs is what makes this organization the strongest trade union in the world!

And those rights are spelled out in the newly-revised constitution—which you should own, read and keep. The new edition, complete with revisions made by delegates to the 1961 convention, is now available. This document outlines, word for word, the rights of members in one of the most democratic of all trade unions.



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